

concordia's Thursday Report

Vol. 15 No. 2 September 13, 1990

ENGLISH PROFESSOR STUDIES SLANG

Language: get with it

by André Perrella

If your image of an English professor is an austere purist who scorns deviation from the Queen's English, get with it!

Concordia English Professor Lewis Poteet researches slang language, graffiti and bumper stickers. "It's alive! It's a living form of language," he says.

Slang is spoken among people who participate in a special activity as diverse as farming or surfing. Slang develops from a group's desire for secrecy and exclusive membership.

"Bikers have their own slang," Poteet says. "There is imagination, pattern and colour in the way all people talk."

According to Poteet, people get excited whenever they hear their own slang spoken. "Modern urban talk, the sort that allows people to communicate in a bureaucratic society, is fairly colourless. We take away the colourful parts of our talk so we can reach a common ground."

Even colleges and universities have a core of unique local references. For ex-

ample, Poteet says, "a common shortened version of Concordia University is Con U which may suggest that the University is out to cheat you."

Another popular reference is "the airport" which is, of course, the Henry F. Hall Building lobby. At Duke University in North Carolina, the university's marching band is often called DUMB, its acronym. Similar types of references are common to every campus.

On the other hand, Poteet says, college and university slang in North America is "remarkably standard" as there is quite a bit of interaction between students of different schools.

"Students transfer from one school to another and go to many of the same vacation spots, like Florida and California."

Recently, Poteet received coast to coast attention for his research on the subject when Don McGillivray's syndicated column appeared in almost every Southam newspaper in the country.

Poteet has written two dictionaries of slang language: *The Hockey Phrase Book*, which he co-wrote with his son Aaron, and *South Shore Phrase Book*, a dictionary of Nova Scotian slang. In them, the

Continued on page seven

Gail Valaskakis embarks on Siberian voyage of discovery

Professor finds similarities between U.S.S.R. and Canadian natives at symposium on northern peoples

by Bronwyn Chester



Communication Studies Professor Gail Valaskakis in Siberia

— the fifth longest river in the world — is the only way by which to see some of the Soviet Union's 26 aboriginal

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PHOTO: Moritz Gaede

A secret society? No, just two homeboys rapping in front of the Vanier Library at Con U.

INSIDE

Film Studies spawns 4 winners page 3

Best film, best animation and best documentary honours go to Concordia students at Festival.

Recycling update page 5

Committee asks that special care be taken when filling those recycle blue bins.



Dean's list page 6

More than 300 graduates in Arts and Science demonstrate academic excellence.



THIS ISSUE INCLUDES AN EIGHT-PAGE STAFF TRAINING SUPPLEMENT.

The audio-visual experience

AVISTA is leading
Concordia University
into 21st century

SECOND IN A FIVE-PART SERIES

by André Fauteux

"It's here! Users come and be creative," says

Helen Bambic Workman, Co-ordinator of the Audio-Visual In-Service Technical Area (AVISTA). Workman says she's proud of the new multi-media laboratory.

Last November, the facility became MITE AVISTA (pronounced mighty) when it installed a state-of-the-art Multi-media Interactive Technology Environment. It's a do-it-yourself interdisciplinary computer production and presentation facility which will launch Concordia into the 21st Century. Best of all, it's available to all Concordia students, faculty and staff free of charge.

The lab consists of nine Amiga 2000 computers which output to a nine-screen monitor wall, an Amiga 2500 system controller that outputs to a large screen, plus a variety of peripherals and software packages including a Paint Program, Desktop Publishing, Sound and Image Digitizing among others.

Amiga computers, manufactured by Commodore Business Machines, is a versatile machine known for its exceptional graphics and sound-processing capabilities. Workman says the Paint Program particularly "blew her away" the first time she used it. Mark Schofield, Director of the Audio-Visual (AV) Department, says MITE AVISTA will "break down the barriers between the two campuses" by complementing the

thriving facilities at Loyola, where AVISTA began in 1975.

People may be intimidated by new technologies that Workman admits are even "boggling the minds of engineers who are designing them." Her answer: **DON'T PANIC.** Signs saying just that are posted all over the lab, telling people that demystifying hi-tech is what MITE AVISTA is all about. She says anyone can learn new multi-media skills after taking the time to learn simple commands.

"Give creative students a tool to express their creativity and some will not only achieve its potential but also go beyond it," says Workman.

This is especially true of the part-time, student staff at AVISTA. The students come from a variety of academic disciplines to help users with the equipment.

AVISTA users can put their faith in a little more than their own abilities. Each machine, with its dedication to specific capabilities, is named after a mythical goddess — there's Amaterasu, Shakti, Isis, and Gaia, among others.

As computers are the heart of media technology, it is Computer Science student Stefan Buchholz who has been appointed systems administrator for MITE AVISTA. He has designed and implemented a custom graphic user interface for the computer work stations using powerful new system authoring software for Amiga.

Services offered by the AV Department are now more centralized than ever since AVISTA joined the Graphics and Photography Units, Visual Media Resources and the administrative unit. Various facilities are available, including a powerful stat camera, a separate copy stand, an audio room, a video editing area and a presentation room that can seat 25 to 30 people and also doubles as the computer lab.

Most important, Workman says, it is best to come to AVISTA with ideas. "People tend to learn better if they come in with a definite concept of what they want. We nurture creativity around here."

AVISTA is a learning centre

MITE AVISTA is not only one of the most advanced multi-media centres in Québec, it is also the home of several hi-tech Concordia courses. Computer Animation, taught by Cinema Professor Stephen Menzies and Formative Evaluations, taught by Education Professor Jon Baggaley are both held here. Both these professors are on the cutting edge of their fields, which are in explosive phases of development.

AVISTA Co-ordinator Helen Workman says, "this is very new and the people we have teaching here are excellent. Jon Baggaley receives calls from all over the world from people seeking his expertise in analyzing and evaluating the effectiveness of technological images. Stephen Menzies is quite simply a wizard."

The Computer Animation course provides a unique visually interactive teaching-learning environment. Under their teacher's guidance, each of the nine students in the class sits at a terminal and applies the computer software. A bank of colour monitors shows student works in progress; the professor's monitor is a video projector and a screen.

In time, a next step will allow the projector to be hooked up to each terminal so that any one of the animation projects can be flashed up on the big screen from the central control panel.

"Eventually, we want to be able to take any kind of AV output (video-disc, video-cassette, slides, even 16mm film) and control it from the console," says Workman.

The Formative Evaluations course is offered as part of the graduate programme in Education Technology. Ed-tech, as it is affectionately known, is the largest graduate programme in the Faculty of Arts and Science with more than 150 students in the Master of Arts programme alone.

According to Workman, MITE's applications can go beyond these first offerings. She sees the potential for Cinema, Ecotoxicology and Business Administration courses to be conducted under AVISTA's roof; Music and Engineering can easily make use of the multi-media lab.

"We are an interdisciplinary centre. That's our strength," says Workman. "Our doors are open to all faculties. We'd like to develop a course to incorporate these multi-media tools to develop curriculum." —**John Sobol**

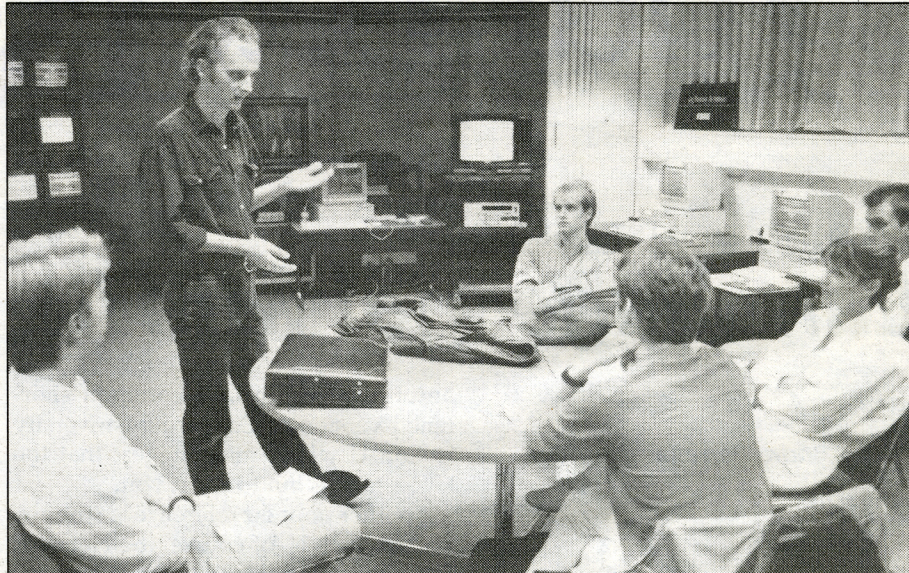
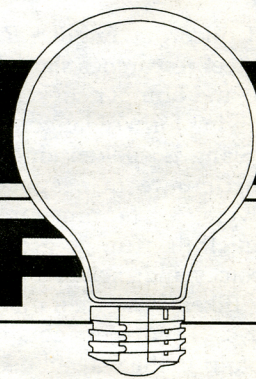


PHOTO: Owen Egan

Cinema Professor Stephen Menzies conducts his Computer Animation course at MITE AVISTA.

OFF THE

CUFF



Surprise NDP Ontario victory may mark beginning
of new politics in Canada, says Williams

edited by Bronwyn Chester

Off the Cuff is a weekly column of opinion and insight into major stories in the news. Our guest commentator this week is Concordia Political Science Professor Blair Williams, who shares his views on the surprise NDP victory in Ontario. If you are a Concordia faculty member and have something to say "off the cuff", call CTR at 848-4882.

Canadian political history was made last Thursday when, for the first time ever, the New Democratic Party was elected to govern Ontario. To Blair Williams, who was director of the national Liberal Party in the early 1970s, the election results signify the anger of the Ontario electorate at former premier David Peterson's "cynical" campaign — "trying to sneak one through" while a summertime electorate slept — and a general post-Meech reaction against old-style politics.

"The election result reflects the terrific volatility of the electorate. People don't vote by tradition any more but by rationality. I believe that this is for the better. We won't have any more of these long dynasties and more people will want to get involved."

"Political parties are going to have to ask themselves not only: is it good strategy (to hold an election at a particular moment), but is it right? In Ontario, people reacted against Peterson's calling an election at taxpayers' expense (in what he thought was his own interest), two years before his mandate was up. Then when he began hopping from picnic to picnic, giving out grants here and there and, finally, promising to reduce the provincial sales tax, people asked themselves: 'why are we putting up with this? We're headed for a recession and Ontario has a deficit.' That old-fashioned pork barrelling just doesn't wash anymore."

"Also, people are more embittered by the whole Meech Lake process than politicians understand. The secrecy, the elitism, some of that smoldering resentment came down on Peterson."

"But the animosity shown to David Peterson is similar to the animosity we see toward Mulroney and Chrétien. For the next federal election, there'll be lots of loose fish out there. The smaller parties could do well because they hold a specific promise for change and don't seem as discredited as the old line parties. It's good news for the Reform Party, the NDP and the Bloc Québécois. We are certainly entering into a very interesting period federally."

Four Concordia Film students win top honours at festival

by John Timmins

Gerard Betts, winner of the Norman McLaren Award at the 21st Canadian Student Film Festival, says he could use the \$1,000 cash prize though he hasn't received the money yet. The Concordia Film Studies student was awarded the top prize for best film at the festival last month for *The Myth of Sisyphus*.

"I've got some bills to pay," says the 23-year-old Betts, who takes some consolation in knowing that very few filmmakers can boast that their film broke even.

Betts was one of four Concordia students singled out for awards in a field of 85 film entries from universities and colleges across Canada.

The other Concordia winners are Erick Roy for *Le Bain* and Teresa Lang for *License to Kill Part MCMXC* for best animation (ex-aequo) and Claudia Morgado, who took best documentary with *Oda a las Chilotas*.

"When I didn't win best animation, I was crushed," says Betts, "but when they announced at the end that I had won the Norman McLaren Award, I was screaming (with joy)."

The Myth of Sisyphus is Betts' first animated film. Based loosely on the book of the same title by Albert Camus,

this two-minute film is a collage of photographs from *Life* magazine.

"I was reading a lot of Sartre and Camus when the idea jumped into film," says Betts.

Ironically, after majoring for one year in film production, Betts was not accepted into second year and went into film animation instead. He has since been accepted in film production, but prefers to stay in animation to develop his obvious skill.

"My next collage will be taken from *Time* magazine," says Betts. "This will complete my *Time/Life* series."

Danièle Cauchard, of the Conservatory of Cinematographic Art, which organizes the festival, says scheduling it during the Montréal World Film Festival makes it more feasible for students to travel from all parts of

the country to attend both events. Students whose films are in the student film festival are given complimentary passes to the World Film Festival.

"Five years ago, these festivals were held at different times of the year and we could not get many students to attend," says Cauchard.

Student film festival honours have been a stepping stone for other filmmakers, including Jean-Claude Lauzon, who went on to direct the critically-acclaimed *Un zoo la nuit*, and Bashar Shbib, whose feature *Julia Has Two Lovers* was screened at the last Montréal World Film Festival.

'When they announced that I had won the Norman McLaren Award, I was screaming with joy.'

Coffee with the Vice-Rector Academic

Members of the Concordia community, students, faculty, non-academic staff I would be pleased to have you come and have coffee with me, if you can make it for any of the following Tuesdays this term: September 25, October 30, November 27 and December 11 from 7:30 p.m. in Room 231 in the Administration Building on the Loyola Campus.

Please call Munit Merid at 848-4847 to let me know when you wish to come. I hope you don't mind if your first choice of date may not be honoured, The place is only so big.

I do look forward to seeing you and talking with you about Concordia University. Welcome.

Rose Sheinin
Vice-Rector Academic

Les mardis de la Vice-Rectrice à l'enseignement et à la recherche

Invitation à l'ensemble des membres de la communauté universitaire

Les étudiants et les étudiantes ainsi que l'ensemble du personnel enseignant et non enseignant sont cordialement invités à venir prendre le café avec moi le mardi soir, à l'une des dates suivantes: 25 septembre, 30 octobre, 27 novembre et 11 décembre. Les rencontres auront lieu à compter de 19 h 30 au pavillon de l'administration du campus Loyola, pièce 231.

Veuillez confirmer votre présence auprès de Munit Merid, au 848-4847. Ne vous formalisez pas si l'on ne réussit pas à vous accorder votre premier choix, car le salon ne peut malheureusement pas accommoder tout le monde à la fois.

Je vous attends avec plaisir. J'aimerais beaucoup pouvoir discuter de l'Université avec vous, sans façon. tous et à toutes, la plus cordiale des bienvenues.

Rose Sheinin
Vice-rectrice à l'enseignement et à la recherche



by Donna Varrica

- Mechanical Engineering Professors **Antonios Georgantas**, **Gino Carrese** and **Tadeusz Krepec** have been selected to receive the 1989 Charles M. Manly Memorial Medal from the

Society of Automotive Engineers for their paper titled "Design and Tuning the Digital Controller of an Electronic Fuel Control Unit for Small Gas Turbine Engines." The paper was presented at the Aerotech 89 Conference in California and was deemed the best on aerospace engines. The winners have been invited to receive their award at Aerotech 90 next month at Long Beach, California. The research was a cooperative effort with Bendix Avelex Inc.

- Education's **Jon Baggaley** spent his sabbatical leave researching and lecturing on the techniques of media campaigning in the United States, England, Swaziland, the South African homeland of Bophuthatswana and the Dominican Republic. He was also a visiting professor at the Medical University of Southern Africa, the centre for black medical and dental education in that hemisphere.

- **Liliane Pollak**, of the Département d'études françaises, has recently published *Lexique juridique français-anglais: Termes courants du droit public et privé/English-French Glossary of Legal Terminology: Terms Commonly Used in Public and Private Law*, which was prefaced by Université de Montréal Professor Jean-Claude Gémard.

- **Bluma Litner**, Professor of Applied Social Science, has been reappointed by the federal government to serve an additional three-year term as a member of the Social Sciences and Humanities Research Council of Canada (SSHRC).

- History Chair **Graeme Decarie** is spending the fall term on a teaching exchange at Groningen University in the Netherlands. Concordia and the History Department welcomes Professor **Frédéric van Holthoorn**, who is here as the reciprocal part of the exchange.

- Economics Professor **Muriel Armstrong** has stepped down from her position as Director of the Economics Co-op in preparation for her retirement from the University next May.

- **Henri Lustiger-Thaler**, of the Department of Sociology and Anthropology, in collaboration with his colleague Louis Maheu, of the Sociology Department of the Université de Montréal, recently presented a paper titled "Social Movements and Social Controversies: Revisiting the Political" at the International Sociological Association (ISA) meetings held in Madrid, Spain, last July.

- The Rector's Fall Reception will be held tomorrow, September 14 from 5:30 to 7:30 p.m. on the first floor of Hingston Hall, Loyola Campus.

- Here's a recap of some changes at Employment Services. Manager **Doreen Hutton** will be on leave until December 14, 1990. In her absence, **Patricia Roth** will manage the day-to-day operation of the department. **Colleen Bronson** remains in her reassignment at Human Resources and will join Employment Services as additional support to the unit. **Anita Grant** will continue to be responsible for recruitment and for facilitating the immigration process. **May Patton** is responsible for payroll documentation and for providing information on vacant positions. **Mona Abinader** will also provide this information and she is responsible for the recruitment of casual employees.

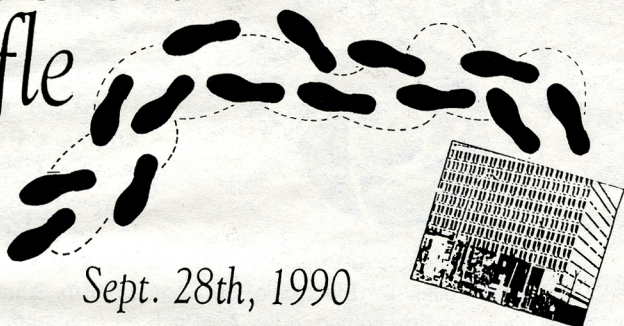
- Faculty and staff can learn all about the Registered Education Savings Plan (RESP) by calling 744-7377. It is a way for parents and grandparents to accumulate tax-sheltered funds for their children's and grandchildren's post-secondary education.

- The Women's Network kicked off a new year of meetings yesterday with guest speaker Line Robillard, executive Director of the YWCA. The next meeting is on October 11. Call **Pat Berger** at 848-4964 for details.

- Concordia employees are once again invited to dine in the Sir George Williams Faculty Club on the seventh floor of the Henry F. Hall Building. Dining room service is for use by all faculty and staff, Monday through Friday, from 11:30 a.m. to 1:30 p.m. For information, call 848-4950.

- Welcome to Concordia: **Suzanne Albert** (Health Services), **Philippe Aubert** (Liaison), **Nicky Ayoub** (Electrical and Computer Engineering), **Donald Beattie** (Biology), **Anne Bennett** (Computing Services), **Patrick Guenette** (Computing Services), **Janet Kershaw** (Registrar Services), **Julie Lapierre** (Financial Aid Office), **Mary Lou Matthews** (Theological Studies), **Anna Liza Novicio** (Biology), **Sylvie Pépin** (Graduate Administration) and **Maureen Zizzi** (Marketing Communications).

The Concordia Shuffle



Sept. 28th, 1990

Looking for (quite) a few good people

Job Description

Someone who can:

1. create an atmosphere of fun and excitement;
2. make sure that everyone in their area knows about the event;
3. encourage individuals to participate, either as designated shufflers or as pledgers (\$10 gets a tax receipt);
4. start inter-area competitions by challenging other shufflers to match number of sponsors and amount of pledges.

The Concordia Shuffle aims to raise money for scholarship funds and to raise community spirit.

To enter the Shuffle, shufflers must submit an official pledge form with at least one sponsor. Shufflers will receive an official Shuffle t-shirt when they register.

A picnic will follow the Shuffle in the Hingston Hall area on the Loyola Campus. All pledgers and shufflers are eligible to win prizes drawn at the picnic.

The people listed below are designated shufflers. If you're not shuffling, you can still support the shuffler of your choice.

THE FIRST 122 SHUFFLERS !

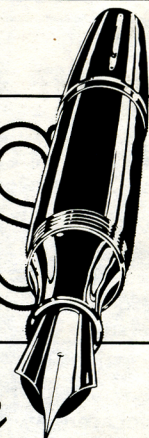
Derek Ackland
Delia Antonecchia
Gerry Auchinachie
Bryan Barbieri
Joyce Barclay
Sherrie Berdusko
Charles Bertrand
Donald Boisvert
Jean-Marie Bourjoly
Brigee Bradoor
U. De Brentani
Mary Burns
Bill Byers
Sue Callaghan
Rosa Cerone
Jackie Chegrinec
Josy Colace
Karen Cox
Sylvia D'Ettorre
John Drysdale
Laurie Dupuis
Nelson Eddy
Bruce English
Jamshid Etezadi
Terry Fancott
Paul Fazio
Sophie Fontaine
Fred Francis
Bea Francis
Pat Freed
Vivian Freedman
Marc Gauthier
Angela Ghabban
Zeki Gidengil
Charles Giguere
David Gobby
Chris Gray
Jane Hackett Hollingsworth
John Hall
Doug Hamblin

Patty Hamilton
Bob Hamilton
Patricia Harries
Barbara Harris
Brian Hawker
Joanne Hicks
Cathy Hirst
Nancy Horowitz
Marilyn Howell
Bakr Ibrahim
Ian Irvine
Linda Janz
George Kanaan
Emily Karakul
William Knitter
Linda Lamoureux
Elizabeth Langley
Claudette Lavoie
Kevin Leduc
Jack Lightstone
Marlene Lloyd
Linda MacDonald
Ginette MacIntyre
Catherine Mackenzie
Elena Marsillo
Shirley Maynes
Johnny Mazzamauro
Sheila McCready
Sean McEvenue
Hugh McQueen
Danielle Morin
Fassil Nebebe
Margaret Nickel
Alice Noble
Lynn Northrup
Linda Orrell
Daniel Otchere
Eves Pankovitch
Bob Parker
Rod Parsons

Alex Pazula
Brent Pearce
Sandy Pearson-Whitney
Robby Raso
William Raso
Enn Raudsepp
Kathy Riddell
Ann Robinson
J.A. Rosenblatt
Sylvia Ruby
Muriel Salari
Tom Sankar
Maureen Schrotter
Juan Segovia
Bill Sellers
Mahesh Sharma
Susan Smith
Ron Smith
Joan Soares
Sandra Spina
Nancy Stewart
MNS Swamy
Randy Swedberg
Steve Tamas
Jennifer Thomas
Nelly Trakas
Mish Trapid
Lise Tremblay
Audrey Van Slyck
Colin Waters
Laura Wells
Joanne Welsh
Sara Wheeler
Charles White
Paul Widden
Angela Wilson Wright
Judith Woodsworth
Deborah Wright
Roslyn Yearwood
Arlene Zimmerman

Call Pat Freed (848-3689), Ann Kerby (-3501)
or Bryan Barbieri (-2956) for more information.

LETTERS



to the editor

Sparklers celebrate

Thank you for publishing in your September 6 issue a picture of the Sparklers reception honouring the seniors who graduated in June 1990.

I would like to mention that 13 seniors, age 60 and over, graduated this spring at Concordia, two of which obtained M.A. degrees. This presents quite an achievement for all graduates. This reception was made possible

through the joint efforts of the Sparklers and of the Centre for Mature Students, under its Director, Professor Mary Brian.

Thank you again to all who participated and helped at this event.

Joseph Kaleff
President, Sparklers of Concordia University

More on native dispute

The headline added to my letter last week was a bit misleading. I do not merely denounce the violent activity which has taken place at Kahnawake and Kahnésatake and in other places around the country but the poor judgement, lack of understanding, intolerance, impulsiveness, reluctance to be reasonable and inability to communicate we have witnessed.

As I tried to point out in my letter, I deplore the attitudes that give rise to these events which are incompatible with the humanist, ethical and moral stance of Western civilization on the brink of the 21st century.

The shameful behaviour of the parties who have become involved in the disputes only makes more urgent a

method of conflict resolution which eschews violence and the show of violence. No material or ideological misunderstandings between people can excuse rash acts leading to physical abuse or death of other human beings.

It is essential to diagnose the societal illness underlying the events and to begin applying remedies. We must reflect upon the nature of our society that can allow something like this to happen.

Ignorance, arrogance, lack of respect and disregard for consultation have led to this deplorable situation. It is time for education and taking counsel with each other.

Linda Bien
Faculty of Fine Arts Slide Librarian

Concordia's Thursday Report is interested in your letters, opinions and comments.

Letters to the Editor should be signed and include a phone number. Please limit your letter to one typed page. The Editor reserves the right to edit for space considerations although the utmost care will be given to preserve the core of the writer's argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Monday noon prior to Thursday publication.

concordia's Thursday Report

Concordia's Thursday Report is the community newspaper of the University, serving faculty, staff, students and administration on the Sir George Williams Campus and the Loyola Campus. It is published 30 times during the academic year on a weekly basis by the Public Relations Department of Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8 (514) 848-4882. Material published in the newspaper may not be reproduced without permission. **The Back Page** listings are published free of charge. Classified ads are \$5 for the first 10 words and 10 cents for each additional word. Display ad rates are available on request. Events, notices and ads must reach the Public Relations Office (Bishop Court, 1463 Bishop St., Room 115) in writing no later than Monday noon prior to Thursday publication.

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FALL 1990 STAFF TRAINING PROGRAMME

INTRODUCTION

Welcome to the Fall Programme 1990,

The University's human resources are its most valuable asset. Training and development of staff is an attempt to improve the current and future effectiveness of staff by augmenting, through learning, an individual's ability to perform, usually by increasing skills and knowledge or acquiring new attitudes. This can assist members of staff both in their contribution to the mission and goals of the University and in their own job satisfaction.

Both the demands of increasing responsibilities and technological changes in the workplace necessitate the acquisition of new skills.

Ongoing training in the workplace is essential. The Staff Training and Development Unit is committed to provide access to the training needed by the University Community.

I take great pleasure in presenting the Staff Training and Development Fall Programme 1990.

Elaine Arsenault

Elaine Arsenault
Manager, Staff Training and Development
Department of Human Resources

INFORMATION SESSIONS, WORKSHOPS AND PROGRAMMES

NOTE TO HEADS OF DEPARTMENT, MANAGERS AND SUPERVISORS

These staff training and development activities are provided as a service to departments to assist managers and supervisors in the development of their human resources to the benefit of both the department and individual staff members. We welcome all feedback, comments and suggestions.

Authorization of Registration Forms

The staff member requesting training and his/her supervisor are asked to sign the registration form to show that:

- ☐ the course is deemed suitable for the applicant in view of their present or future work performance;
- ☐ authorization has been given for attendance at the course during working hours;
- ☐ if the course or courses involve fees, that the cost is to be met from departmental funds.

Letters of confirmation are sent to applicants.

Letters of regret are sent to applicants if the workshop has been filled or cancelled, the applicant will be placed on a waiting list and will be given priority status for the next session.

Payment of Fees

- ☐ Provide a departmental account number on the application form and the fee will be charged to the account as a journal entry.
- ☐ If an individual is to pay, cheques should be made payable to "Concordia University" and returned with an application form. A receipt will be sent to the individual.

Attendance at Workshops

If a staff member is offered a place in a course, it is understood that he or she will attend all sessions of the course. It is the responsibility of the supervisor to notify the Staff Training and Development Unit as soon as possible if it becomes apparent that the staff member will not be able to attend the course. Two weeks notice prior to the workshop is required for cancellation. A minimum of three working days is required to arrange for a substitution from your department. Otherwise no refund can be given.

Applicants are advised by letter after the closing date confirming their attendance. Registration is based on a first come first served basis. If an applicant is placed on the waiting list he/she is given priority to attend the next session.

The contact number for Staff Training and Development is 3668.

HOW TO APPLY FOR A COURSE

1. Decide which courses are most relevant to you and discuss this with your supervisor, manager or head of department.
2. For a registration form, please see your department head or call Julie Lagarde at 3668.
3. For some courses and programmes, additional information is requested (see "ADDITIONAL INFORMATION REQUIRED") in the course description. If this is the case, provide the information in the space provided on the form.
4. Attendance at the courses during working hours is subject to departmental approval, so the approval of both your supervisor and head of department is necessary.
5. If paying by personal cheque, the cheque should be made payable to "Concordia University". If the course is taken on personal time, no authorization is required.
6. Return the signed form with any attachments to the Staff Training and Development Unit by the closing date indicated on the course description. Please use inter-departmental mail envelopes.

Evaluations

Participants in courses, workshops and programmes are required to complete a feedback form which is provided at the end of each course. Positive and negative feedback is very important in assisting the Staff Training & Development Unit to ensure that the courses meet training needs. The forms are to be returned at the end of the course.

Comments and suggestions about staff training and development activities are always welcomed, either by telephone or in writing.

TRAINING OFFERED BY EXTERNAL AGENCIES

The Staff Training and Development Unit receives information concerning workshops and seminars offered to the general public by external agencies.

If there is an area of interest to you which is not presently available in our programme, we may be able to accommodate you by finding a course offered externally.

Elaine Arsenault, Manager, Staff Training and Development and Julie Lagarde, Training Assistant, can be contacted at 3668.

ADMINISTRATIVE LUNCHEON SERIES

This series of four (4) presentations will be facilitated by Hugh Mitchell, The Cooper Group Inc.

The following information applies to all presentations. This is not a package: it is possible to register for any number of luncheons.

Time: 12:00 p.m.-2:00 p.m.
Location: Ritz Carleton Hotel, Suite 224
Cost: \$45.00 (lunch is included)

FEEDBACK

Date: 27 September
Registration: Register by calling 3668
Registration deadline: September 16, 1990

For managers who motivate their employees to maximum performance, feedback is essential. For some managers, the giving and receiving of feedback is a natural skill, but for most, it requires refining, or learning, through training.

This discussion will feature the characteristics of feedback, its advantages, and the situations in which it may be used. When you have attended this lunch, you will have an understanding of what feedback is and how to use it to improve the motivation of your employees.

INTERPERSONAL COMMUNICATION

Date: October 11, 1990
Registration deadline: September 20, 1990

Persuasive communication is a skill managers must acquire for effective management in today's environment. Managers need an understanding of their own communicating styles as well as those of others. Persuasive communications help to increase interpersonal effectiveness by building trust and long-term relationships, by developing an understanding that people who are different are not necessarily wrong, and by creating a problem-solving image geared to meeting the needs and expectations of others.

Those who participate in this lunch will understand the differences in communicating styles, needs and expectations. They will be able to improve interpersonal communications in the

work unit, thereby improving performance.

GOAL SETTING

Date: November 8, 1990

Registration deadline: October 24, 1990

Goal setting is a process that establishes and communicates performance objectives: it is one of the most useful and practical management skills. Goals communicate levels of performance which an employee should reach in order to make progress towards, or exceed, the standards required.

You'll learn how to establish goals and action plans with your employees. At the end of the luncheon discussion, you will understand how to establish performance goals, develop action plans to achieve goals, conduct goal setting meetings, and conduct progress review meetings.

PERFORMANCE COACHING

Date: December 13, 1990

Registration deadline: November 22, 1990

One of the coach's major responsibilities is to help each player on the team perform as well as possible. The job of a supervisor or manager is similar in this respect. One of the major responsibilities is to help each of the employees perform as well as possible. Since coaching applies to any person who has potential to improve, employees who are above or below standard benefit from coaching.

Managers who are effective coaches provide a supportive environment for their employees.

Getting employees to ask for help is a major step in maintaining a high performance work culture. Employees need to know that the manager is willing to coach and offer help and suggestions, and won't blame them for poor performance. By the end of this lunch, you will understand how to coach employees towards improved performance.

FRENCH COURSE LUNCHEONS

SERIES OF 14 VIDEOS

Overview: The course is suitable for all beginners, whether they are hoping to use French for academic, business or recreational purposes, and the dual emphasis on social and transactional language provides a solid linguistic framework for more advanced studies.

September 19 How to ask for things by name, from buying a drink or a loaf of bread, to asking for tourist brochures and maps.
What is it like to live in Grenoble? The Grenoblois give their own views.

September 26 Asking for directions, from finding the way to the bank, pharmacy or museum to asking a policeman for help.
Where do Grenoble's University students come from? Students from all over France and from abroad talk about their homes.

October 3 Asking for things and dealing with weights, measures and prices. What is your family like and where do you live? Family members talk about their attitudes to marriage, children and the home.

A tour of a housing development in Villeneuve and interviews with some of the residents, both young and old.

October 10 Asking for things and specifying details of what is wanted, sizes, prices and type of hotel room.

How important is it to learn a foreign language?

A documentary about Guy Berland, a woodcutter in the Chartreuse, whose small family business is now suffering under the pressure of today's adverse economic climate.

October 17 Revision of the first four lessons, plus new ways of asking directions and asking about products.

What do you expect in the ideal partner? A quick survey of the qualities to look for as people consider whether they themselves are "ideal".

A documentary about two aspects of Grenoble: the newly-modernized paper industry and the traditional life of the shepherd.

October 24 Asking about time and timetables, and using public transportation. What is your working routine and how many holidays do you have? And how they differ from person to person and from job to job.

A day in the life of Michel Destot, a nuclear physicist and town councillor, who lives with his wife and three children in the Village Olympique.

October 31 Offering, accepting and declining hospitality, and ordering a meal. Is there a national French dish and what are people's

favorite foods? The likes and dislikes of the French and a few thoughts on foreign cooking.

A visit to the restaurant of world famous chef Paul Bocuse in Lyon who caters to clients travelling from as far afield as Paris, Geneva, and even Spain, just for a meal!

November 7 Choosing colours, shapes and sizes while shopping. What do you like to do in your leisure time? Answers from those who like to go out and those who prefer to stay at home and watch television.

The prestigious Maison de la Culture, one of the most important theatres outside Paris, and the traditional skills of a small circus school.

November 14 How things work, from renting a car to testing the controls, to asking for directions on a country road. What sports do you like to play?

The traditional, yet frequently misunderstood, game of "boule" comes to Grenoble as the city hosts the World Championships.

November 21 Revision of the last four lessons.

November 28 Talking about the past.

The President and players of the Pézenas rugby club explain how their sport has become popular in the region.

Travel through Sète, the most important French fishing port on the Mediterranean, where, despite technological advances, life has changed very little for the tightly-knit community, of largely Italian origin.

December 5 Talking about the past.

Pézenas has attracted a number of people from other parts of France to cater to the growing tourist industry. In this programme two newcomers, one an engineer turned carpenter who set up a community of artisans, the other, a retired government official who came to open a bookshop, tell their stories. In contrast a locally-born barrel-maker tells of his dying craft.

December 12 Talking about the past.

Two Pézenas's older inhabitants describe how he town has changed since their youth with the aid of photographs from the period. One tells of his working life in the vineyards, the other of her family's long association with the splendid Théâtre de Pézenas.

A visit to the medieval heart of Pézenas to see the work of the local preservation society and the beautiful cloisters of the nearby Abbaye de Valmagne.

Time: 12:10 p.m.–12:50 p.m. (Bring your own lunch)

Location: Department of Human Resources Training Room S-A-400

Cost: No fee

Registration deadline: September 17, 1990

MANAGEMENT/SUPERVISORY

DEVELOPMENT PROGRAMME

The following series of eight half-day modules are geared to those who are in, or interested in attaining, first level managerial or supervisory positions.

All sessions will be facilitated by Richard B. Mroczek, Strategic Action Group.

MODULE 1 — The Role of a Supervisor

Date: October 16, 1990

Time: Registration 8:45 a.m.–9:00 a.m.

Course 9:00 a.m.–12:00 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: September 25, 1990

After completion of this module the participants will be able to:

- ☐ Define the role of a supervisor.
- ☐ Identify characteristics which constitute an effective supervisor.
- ☐ Describe the relationships faced by supervisors in their business and personal lives.

MODULE 2 — Coaching and Counselling

Date: October 16, 1990

Time: Registration 1:15 p.m.–1:30 p.m.

Course 1:30 p.m.–4:30 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: October 2, 1990

After completion of this module the participants will be able to:

- ☐ Define the supervisors' role in applied coaching.
- ☐ Demonstrate the need for on-the-job coaching.
- ☐ Integrate the concepts of applied coaching and effective goal setting.
- ☐ Distinguish between coaching and counselling.

MODULE 3 — Problem-solving and Decision-making

Date: October 30, 1990

Time: Registration 8:45 a.m.–9:00 a.m.

Course 9:00 a.m.–12:00 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: October 9, 1990

After completion of this module the participants will be able to:

- ☐ Explain the supervisor's role in decision-making.
- ☐ Transfer the decision-making process onto on-the-job situations.
- ☐ Apply techniques to decision-making.

MODULE 4 — Team-building/Motivation

Date: October 30, 1990

Time: Registration 1:15 p.m.–1:30 p.m.

Course 1:30 p.m.–4:30 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: October 16, 1990

After completion of this module the participants will be able to:

- ☐ Identify guidelines for effective team building.
- ☐ Become familiar with a team-building check list.
- ☐ Identify elements of effective teams.
- ☐ Understand motivational factors.
- ☐ Show how the principles of motivation can lead to effective leadership.

MODULE 5 — Communicating effectively/Presentation skills

Date: November 13, 1990

Time: Registration 8:45 a.m.–9:00 a.m.

Course 9:00 a.m.–12:00 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: October 23, 1990

After completion of this module the participants will be able to:

- ☐ Define the different types of interpersonal communication.
- ☐ Describe the communication cycle and its various components.
- ☐ Explain the importance of feedback in communication.
- ☐ Integrate principles of effective listening.
- ☐ Analyze critical phases of an effective presentation.
- ☐ Identify keys to successful speaking
- ☐ Become better speakers.

MODULE 6 — Managing Disagreement/Conflict

Date: November 13, 1990

Time: Registration 1:15 p.m.–1:30 p.m.

Course 1:30 p.m.–4:30 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: October 30, 1990

After completion of this module the participants will be able to:

- ☐ Define conflict management.
- ☐ Identify sources of conflict.
- ☐ Explain the importance of win/win situations.

MODULE 7 — Managing Organizational Change

Date: November 27, 1990

Time: Registration 8:45 a.m.–9:00 a.m.

Course 9:00 a.m.–12:00 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: November 6, 1990

After completion of this module the participants will be able to:

- ☐ Summarize dynamics of change.
- ☐ Describe effects of change on employees and on organizations.
- ☐ Apply steps required in managing change process.
- ☐ Overview of overcoming resistance to change.

MODULE 8 — Situational Leadership

Date: December 4, 1990

Time: Registration 1:15 p.m.–1:30 p.m.

Course 1:30 p.m.–4:30 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: November 13, 1990

After completion of this module the participants will be able to:

- ☐ Understand the theory and languages of situational leadership.
- ☐ More effectively respond to the needs of the people they manage.
- ☐ Identify the importance of flexibility.
- ☐ Recognize good performance.
- ☐ Recognize poor performance.
- ☐ Each half-day module will consist of interactive exercises, videos, and discussions.
- ☐ This is not a package; it is possible to register for any number of modules.

BUSINESS WRITING WORKSHOPS

These workshops will be facilitated by Judith Castle, Centre for Continuing Education, Concordia University.

Each of the following workshops is designed to help staff deal with specific business writing problems.

The following info applies to all workshops:

Time: 2:00 p.m.–5:00 p.m.

Location: Department of Human Resources, Training Room S-A-400

Cost: \$40.00

WRITING EFFECTIVE SENTENCES

Date: September 26, 1990

Registration deadline: September 17, 1990

A three-hour workshop which focuses on the sentence, the building block of all writing. The objective is to demonstrate how emphasis, structure, balance and subordination can transform ordinary writing into dynamic communication in a single sentence.

WRITING EFFECTIVE PARAGRAPHS

Date: October 17, 1990

Registration deadline: September 26, 1990

Do you ever wonder where to end one paragraph and begin another? If so, you're not alone. The objective of this three-hour workshop is to cancel the doubt about paragraphing, overparagraphing and transitions. We will practice writing and recognizing core-thoughts; we will concentrate on techniques for grouping sentences together in logical and pleasing order. Clear paragraphing means clear communication.

PUNCTUATION

Date: October 31, 1990

Registration deadline: October 10, 1990

Commas, semi-colons, colons, quotation marks, periods, question-marks, exclamations marks: tools in the communication trade. Do you know how to use them? And when? This three-hour workshop is designed to dispel mysteries and confusion concerning punctuation. All business communication depends on expert use of correct punctuation. If punctuation gives you a hard time, this workshop might be for you.

PROOFREADING

Date: November 21, 1990

Registration deadline: October 30, 1990

Mistakes in memos, letters and reports can undermine your credibility in business. This workshop offers techniques for effective and efficient proofreading using practice situations from prepared texts and participants' writing.

GRAMMAR REVIEW

Date: December 5, 1990

Registration deadline: November 13, 1990

This workshop is designed to refresh participants' knowledge of grammar. The nice thing about grammar is its reliability: you can trust your writing to good grammar. If you're rusty on capitalization, the use of apostrophes, verb tenses, plurals, and abbreviations, you will improve your writing by attending this workshop. During the three hours, we will offer an overview of the rules (made easy) and an opportunity for practice.

ADAPTING TO CHANGE

Overview: The workshop focusses on understanding the nature of change and how it affects one's work and one's relationships. Participants will learn how to adjust to change in the least stressful and most productive way possible. This workshop is geared to those who in their professional or personal life are increasingly exposed to change.

Workshop leader: Kathryn McMorrow, Innovations Seminars

Date: November 15 & 16, 1990

Time: Registration and Coffee 8:45 a.m.–9:00 a.m. Workshop 9:00 a.m.–5:00 p.m.

Location: Training Room Department of Human Resources S-A-400

Registration deadline: October 25, 1990

ARCHIVES INFORMATION SESSION

Overview: This information session will answer your questions about Archives and Record Management at Concordia University. Some of the topics which will be discussed are: setting up a filing system using the Concordia universal file headings, what to do with old files, old Concordia publications, posterns, newspapers, and photographs; how to deposit materials in Archives; discarding confidential files; what to keep and what to dump; what is in Archives and who can use it.

Workshop leader: Nancy Marrelli, Archives Coordinator, Archives

Date: September 19, 1990

Time: 9:00 a.m.–11:00 a.m.

Location: Department of Human Resources Training Room S-A-400

Cost: No fee

Registration deadline: September 17, 1990

CAREER MANAGEMENT AND LIFE PLANNING

Overview: This workshop is designed to assist persons to define themselves in order to develop a more positive self image and increase their self confidence. Using various experiential exercises and inventories, participants will analyze their preferred skills, interests, personal values and personality traits. Exploration of the existing marketplace and how to research various occupations will also be discussed. Individuals will be encouraged to organize and act upon the information and resources gathered to formulate realistic and satisfactory occupational choices.

Workshop leader: Priscilla Kredl, Dorval Data Services

Date: October 5, 1990

Time: 9:30 a.m.–12:30 p.m.

Location: Department of Human Resources Training Room S-A-400

Cost: \$40.00

Registration deadline: September 17, 1990

EFFECTIVE COMMUNICATION IN BUSINESS

Overview: The focus of this workshop is to facilitate the development of increased and appropriate self expression and of assertive behaviour in interpersonal and institutional environments. Emphasis will be placed on heightening the participants' awareness of distinguishing between communicating aggressively, assertively, or passively with students, colleagues, and/or superiors. The appropriateness and choice of each style will also be discussed. Strategies will be introduced on how to handle positive and negative feedback using responsible assertive techniques which neither compromise one's own opinions and values nor offend or infringe on the rights of others.

Workshop leader: Priscilla Kredl, Dorval Data Services

Date: October 26, 1990

Time: 9:30 a.m.–4:00 p.m.

Location: TBA

Cost: \$80.00

Registration deadline: October 5, 1990

HOW TO MAKE MEETINGS WORK

Overview: This seminar is a must for those who feel that valuable time is wasted at meetings. Methods of planning, organizing and conducting meetings for the purposes of communicating information, obtaining feedback, solving problems, making decisions, generating ideas and getting commitment, will be discussed.

Workshop leader: Jennie Constantinides, Les Conseillers Fier

Date: October 19, 1990

Time: 9:00 a.m.–5:00 p.m.

Location: Department of Human Resources Training Room S-A-400

Cost: \$80.00

Registration deadline: September 28, 1990

INTRODUCTION TO MANAGEMENT STYLES

Overview: This one day workshop using the Myers Briggs Type Indicator (MBTI) can help you identify your type preferences and explore your personal style of leadership. Knowing what your strengths and weaknesses are, can help you to communicate more effectively with your supervisors, peers, and employees. You will learn to identify your preferred work environment, to minimize potential pitfalls, and receive suggestions as to the areas requiring development. Differences among types will be shown through participant exchanges and discussions.

Workshop leader: Priscilla Kredl, Dorval Data Services

Date: November 23, 1990

Time: 9:30 a.m.–4:00 p.m.

Location: TBA

Cost: \$80.00

Registration deadline: November 2, 1990

JOHN CLEESE MANAGEMENT TRAINING FILM SERIES

Overview: The Department of Human Resources and the Audio Visual Department in association with International Télé-Film are presenting a day long film series. The series is designed for those who deal with people in a supervisory role, or aspire to do so in the future.

Topics Dealing with difficult people.
The unbending rule abider
The excuse finder
The promise but never deliver type
The lazy unproductive type
The employee who is unable to make decisions
Leadership skills (team building)
Developing employee skills
Coaching skills
Opening the doors to communication

Facilitator: Elaine Arsenault, Manager, Staff Training & Development, Human Resources

Date: November 5, 1990

Time: Registration and coffee 8:30 a.m.–9:00 a.m.

Film Series 9:00 a.m.–5:00 p.m.

Location: Executive M.B.A. Facilities S-GM-405 & 407

Cost: \$50.00 lunch is included

Registration deadline: October 15, 1990

JUGGLING WORK AND FAMILY

Overview: Women's roles are changing and so are expectations at home and at work. The workshop focusses on understanding the stresses associated with double work and alerts women to the danger of becoming "superwomen." Participants will learn techniques to save time and energy and to increase their enjoyment and satisfaction in both the home and work aspects of their life.

Workshop leader: Kathryn McMorrow, Innovations Seminars

Date: October 10 & 11, 1990

Time: Registration and Coffee 8:45 a.m.–9:00 a.m.

Workshop 9:00 a.m.–5:00 a.m.

Location: Training Room Department of Human Resources S-A-400

Registration deadline: September 19, 1990

MANAGING THE UNIONIZED EMPLOYEE

Overview: "Does managing a unionized employee require a whole different set of skills? Are a managers hands tied by the existence of a collective agreement? Not so; the collective agreement only requires additional know-how, but that it by no means replaces the approached used in being and effective manager.

The workshop

- will address:**
1. Labour — Management relations
 2. Employee relations and labour relations
 3. Administering and interpreting collective agreements
 4. Improving your labour — management relations

Workshop leader: Spiros Lazaris, Manager, Labour Relations, Human Resources

Date: November 28, 1990

Time: 9:00 a.m.—5:00 p.m.

Location: TBA

Cost: \$40.00

Registration deadline: November 7, 1990

MINUTE-TAKING

Overview: Meetings, meetings, and more meetings. They are an inevitable part of organizational life and with every meeting, there is the need to take minutes. This workshop is designed to enhance your minute-taking skills by learning about the features of effective minutes.

At the end of the workshop, you will be able to:

- ☐ Prepare for the meeting by doing a review of key points
- ☐ Use a variety of note-taking techniques
- ☐ Use a variety of writing tips
- ☐ Prepare minutes that include all the necessary items

Workshop leader: Doreen Chapman, Lasalle College

Date: October 22, 1990

Time: 9:00 a.m.—1:00 p.m.

Location: Department of Human Resources Training Room S-A-400

Cost: \$40.00

Registration deadline: October 1, 1990

PERSONAL FINANCIAL PLANNING

Overview: This seminar will help you assess your current financial situation and develop a plan for a financially secure future.

Seven (7) areas of personal financial planning will be covered in this

- session:**
1. Financial Related Documents
 2. Current Financial Status
 3. Financial Goals and Spending Patterns
 4. Insurance
 5. Housing
 6. Investments
 7. Tax, Estate and Retirement Planning

Workshop leader: Dr. Larry Boyle, Associate Professor, Finance, Concordia University

Date: November 14, 1990

Time: 9 a.m.—5 p.m.

Location: TBA

Cost: \$40.00

Deadline for registration: October 24, 1990

PUBLIC SPEAKING

Workshop leader: Judith Castle, Centre for Continuing Education, Concordia University

Time: 2:00 p.m.—5:00 p.m.

Location: TBA

Cost: \$40

Date: November 7, 1990

Registration deadline: October 16, 1990

Your voice, your presence, are powerful communication tools. Somewhere in the course of

your business career, you'll be called upon to speak to a group of people. If the thought fills you with dread, this workshop might be a good idea. A three-hour practice session of hints and suggestions for public speakers, the workshop will be managed under three headings: Presence, preparation and practice. Each participant will be able to experience brief public speaking in a "safe" environment.

THE INTERNAL APPLICATION

— An Information Session

Overview: Today's job market is competitive. Learning how to apply and best present your qualifications will aid you in your quest for new challenges at Concordia. This information session will focus on how to apply for an internal position and the ways to best present your qualifications.

Workshop leader: Patricia Roth, Employment Services Officer, Human Resources, Manager (Acting)

Date: November 27, 1990

Time: 12:00 p.m.—2:00 p.m.

Location: Department of Human Resources Training Room S-A-400

Cost: No fee

Registration deadline: November 6, 1990

TRAVEL POLICY AND PROCEDURES

"Facts Versus Myths"

Overview: Reports, policies and more policies. When will it ever end! They are all necessary guidelines which we must follow. This workshop is designed to enhance your understanding and your reporting skills by learning about our travel and other allowable expenses, and how to fill out the required reports.

Workshop leader: Rod Parsons, Supervisor, Accounts Payable Michelina Trepid, Travel Coordinator

Date(s): The workshop will be held the first Wednesday of every month. Starting October 1990 through April 1991.

Time: 10:00 a.m.—12:00 p.m.

Location: Treasury Department S-GM-700

Cost: No fee

Registration: To register, please call or write to Michelina Trepid at 4921 or S-GM-700.

COMPUTER TRAINING COURSES

FUNDAMENTALS OF THE IBM PC

The cost is determined by the number of participants registered for the course ie. whether we are eligible for a group rate or not.

Please call 3668 to register.

This seminar is designed to assist new users of IBM and compatible computers in getting off to a good start and to help experienced users get more out of this vital business tool.

It aims to make you an independent computer user who can operate a PC without constant calls for help. On completing the course you will be better able to understand the technical jargon and be more aware of the important trends which are shaping office technology.

You will get hands-on practice with daily routines that are difficult to learn from a manual.

This seminar includes short exercises to introduce you to the most popular personal computer programs: Lotus 1-2-3, dBase, and WordPerfect.

Fundamentals of the IBM PC is strongly recommended as a pre-requisite for all microcomputer seminars.

Seminar topics

include: Understanding essential computer concepts

Starting the computer

DOS: What is it?

DOS commands

Backup and other routine procedures

Popular business applications: Lotus 1-2-3, dBase, WordPerfect

HARD DISK MANAGEMENT

This course is designed for those who use a hard disk and wish to know more about its care and maintenance. You will learn about the computer start-up sequence, the function of the CONFIG.SYS, AUTOEXEC.BAT, and COMMAND.COM files. The course also addresses the efficient use of subdirectories, batch files, backup procedures, file recovery software, menu utilities, advanced DOS commands, and how to customize the DOS environment. There will be ample opportunity to discuss individual problems.

WORDPERFECT**WORDPERFECT — Introduction**

This course is designed to appeal to both beginners and experienced word processors. It focuses on the following basic skills:

- Use of the keyboard and WordPerfect's document screen
- Creating, saving, exiting, and retrieving documents
- Cursor control
- Editing
- Printing
- Formatting and Styling (working with hidden codes)
- Pagination
- Search/Replace

WORDPERFECT — Intermediate

This course is indented for those who have mastered the basic features presented in WordPerfect Level 1 and are ready to learn the following:

- Setting system defaults
- File handling
- Using list files to access and manage directories
- Math and Text columns
- Line and Box Drawing
- Specifying fonts
- Merge
- Creating macros to automate often used WordPerfect routines

WORDPERFECT — Advanced

This advanced seminar is for those who wish to customize WordPerfect for special applications through the use of programmed macros, merge, and styles. Topics include:

- Macro files and directories
- Using the macro editor
- Macro statements and functions to create complex routines
- Use of the merge function as an automating device
- Using styles and style sheets to automate formatting and styling routines
- Publishing
- Section numbering
- Tables of Contents and Indices

LOTUS 1-2-3**LOTUS 1-2-3 — Introduction**

The introduction to lotus seminar is designed for those with little or no Lotus experience. Participants will learn the fundamental concepts of the spreadsheet: designing a spreadsheet, entering data and formulas, formatting data, copying and moving information, saving and retrieving files, and printing worksheets.

LOTUS 1-2-3 — Intermediate

The intermediate Lotus seminar is intended for those who have been using Lotus for some time and who would like to explore more of the features of the programme. You will review the basics of Lotus and will be introduced to Lotus' graphing capabilities and see how Lotus can be used to manage a small database. Some of the more advance built-in functions, the use of "what-if" tables and protecting worksheets from accidental change will be discussed. This is a good opportunity to have your special questions answered.

LOTUS 1-2-3 — Advanced

The Lotus Macros course is designed for the experienced Lotus user. Macros can be used to automate tedious or complex procedures in Lotus. You will learn to create macros for simple tasks like automating a sequence of keystrokes as well as advanced applications like custom menus. Other advanced topics include linking worksheets for consolidation.

dBASE IV**dBASE IV — Introduction**

The introductory course is intended for those with little of no dBase experience. You will be introduced to the fundamental concepts of electronic filing, database design, creation of a database file, screen design, data entry, indexing, searching, and printing of reports and labels.

dBASE IV — Intermediate

The Intermediate dBase course is aimed at those who are comfortable with the basics of the program and who would like to explore more of its power and features. You will review the fundamental concepts of dBase, learn how to customize the dBase environment, and will be introduced to data entry validation, advanced indexing and reporting techniques and how to link files and produce multi-file reports.

dBASE IV — Introduction to Programming

This course is designed for those who have mastered the manual operation of dBase, and are ready to automate tedious and repetitive procedures, or who wish to create menu-driven applications for others to use. You will be introduced to the concepts of programme design, coding and automatic programme generation using the dBase Applications Generator.

EMERGENCY RESPONDER TRAINING

Overview: Following the distribution of the Emergency Response Manual, the Occupational Health and Safety Office in conjunction with the Human Resources Department, organized information sessions to assist administrators in assessing their resources and in analyzing their needs. Administrators were then asked to identify Responders for each area.

In order to bring the University Community to an acceptable state of emergency preparedness, training is being offered to all responders in the following areas.

First Aid/Cardiopulmonary Resuscitation (CPR)
Emergency Response/Fire

Registration: Responders will receive an invitation and registration form to attend one of the above specified session.

FIRST AID/CPR:

SEPTEMBER '90:	Wednesday 19 and Thursday 20	8:30 a.m. — 4:30 p.m.	L-AD-131
	Thursday 27 and Friday 28	8:30 a.m. — 4:30 p.m.	S-MU-101
OCTOBER '90:	Wednesday 3 and Thursday 4	8:30 a.m. — 4:30 p.m.	S-H-762
	Thursday 11 and Friday 12	8:30 a.m. — 4:30 p.m.	S-MU-101
	Tuesday 16 and Wednesday 17	8:30 a.m. — 4:30 p.m.	L-DL-200
	Wednesday 24 and Thursday 25	8:30 a.m. — 4:30 p.m.	S-H-762
NOVEMBER '90:	Tuesday 30 and Wednesday 31	8:30 a.m. — 4:30 p.m.	L-DL-200
	Tuesday 6 and Wednesday 7	8:30 a.m. — 4:30 p.m.	S-H-762
	Wednesday 14 and Thursday 15	8:30 a.m. — 4:30 p.m.	L-DL-200
	Tuesday 20 and Wednesday 21	8:30 a.m. — 4:30 p.m.	S-H-762
	Wednesday 28 and Thursday 29	8:30 a.m. — 4:30 p.m.	S-H-762

EMERGENCY RESPONSE AND FIRE

SEPTEMBER '90:	Tuesday 11	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 13	9:30 a.m. — 11:30 a.m.	L-DL-200
	Tuesday 18	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 20	9:30 a.m. — 11:30 a.m.	S-A-400
	Tuesday 25	9:30 a.m. — 11:30 a.m.	L-DL-200
OCTOBER '90:	Thursday 27	9:30 a.m. — 11:30 a.m.	S-A-400
	Tuesday 2	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 4	9:30 a.m. — 11:30 a.m.	L-DL-200
	Tuesday 9	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 11	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 18	9:30 a.m. — 11:30 a.m.	S-A-400
	Tuesday 23	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 25	9:30 a.m. — 11:30 a.m.	L-DL-200
	Tuesday 30	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 3	9:30 a.m. — 11:30 a.m.	S-A-400
NOVEMBER '90:	Thursday 1	9:30 a.m. — 11:30 a.m.	S-A-400
	Tuesday 6	9:30 a.m. — 11:30 a.m.	L-DL-200
	Thursday 8	9:30 a.m. — 11:30 a.m.	S-A-400
	Tuesday 13	9:30 a.m. — 11:30 a.m.	S-A-400
	Tuesday 20	9:30 a.m. — 11:30 a.m.	S-A-400
	Thursday 22	9:30 a.m. — 11:30 a.m.	S-A-400
	Tuesday 27	9:30 a.m. — 11:30 a.m.	L-DL-200
	Thursday 29	9:30 a.m. — 11:30 a.m.	S-A-400

THE MEDIA COLLECTION

Concordia's Audio Visual Department hosts a collection of Human Resources related materials that are available to all employees of the University.

Reservations: You can reserve videos and films three working days in advance by calling Carol Theriault on the S.G.W. Campus at 3445 or Ken Stevens on the Loyola Campus at 7755 from Monday to Friday, 10:00 a.m.—4:00 p.m.

Fees: For administrative, social and entertainment purposes charges are levied in accordance with the published internal rates.

The Media Collection

A Vous La France!

1/2v col 25 mins BBC 1987

A VOUS LA FRANCE! goes beyond the purely transactional, and from the very first programme places emphasis on social language. The course is suitable for all beginners, whether they are hoping to use French for academic, business or recreational purposes, and the dual emphasis on social and transactional language provides a solid linguistic framework for more advanced studies. (Fifteen programmes with teachers notes, and two audio-cassettes)

Abilene Paradox, The

3/4" col 27mins MCGH 1984

The Abilene Paradox occurs when the participants in a group decision acquiesce without communicating their reservations to others in the group. The reasons for this phenomenon are explored. A series of four vignettes to describe the symptoms of the paradox, probe the reasons behind the behaviors of the participants, and offer strategies for eliminating this form of collective decision-making confusion are presented.

Ball Of Fire,

The Dept. Labour Canada

3/4" col 4min. 1970

A young man that started fast as a new hire has several quick promotions and suddenly lost his 'fire'. Apparently he has lost interest resulting in absenteeism, tardiness, and obvious fatigue. (Part of the Motivation Series.)

Burnout

Mitchell & MacDonald

16mm col 26 mins 1980

Using a fast-paced, humorous format, this film grabs the audience's attention, alerts them to the danger signs, and encourages discussion of this sensitive subject. Often an organization's best people are those most susceptible to burnout, so learning to effectively deal with it is crucial. Practical ways are demonstrated to deal with burnout - forming support groups, prioritizing time, and compartmentalizing job and personal responsibilities.

Communicating Non-Defensively:

Don't Take It Personally

CRM/McGraw

16mm col 25min. 1982

Communicating Non-Defensively explains when and why defensive communication is likely to occur and then defines a step-by-step plan of counteraction, detailing the attitudes and behaviours necessary to cultivate non-defensive communication. This video shows how to give and receive criticism (both acts often lead to defensiveness if not properly handled), and discusses the key steps in creating a supportive, productive, and non-threatening environment.

Delegating

CRM Productions

16mm col 30min. 1981

One primary organizational skill is a leader's ability to delegate authority among those who work for him or her. If that manager lacks confidence in subordinates, or if he or she over-delegates to the point of anarchy, the department is in trouble. DELEGATING examines this issue through a variety of entertaining scenarios, making viewers aware of some of the hidden traps in delegation, and provides basic steps for the manager to ease his or her workload, improve the finished product and build a stronger, more efficient department.

Effective Negotiator, The

3/4" col 35min. AMA 1984

Basic concepts underlying a problem-solving approach to negotiation are addressed in this video course. Facts, problem solving, creativity and reason - are emphasized as opposed to hard tactics and manipulation to develop mutually satisfying customs.

Electronic Office: Wiring Up The Organization

3/4" col 25min. BBC 1984

What are the implications for an organization which introduces a network of intercommunication computers into its office? The National Extension College in Cambridge, U.K. as well as the Digital Equipment Corporation near Boston, has placed computer power at the fingertips of most of its employees. In a series of interviews with managers, union leaders, analysts and academic, the programme discovers how a company can take staff attitude into account when introducing new systems.

Finding Time

CRM/McGraw

16mm col 28min. 1980

By illustrating some of the common personal adaptations to time scheduling, this film encourages viewers to start thinking about the time in broader, more relative terms. A set of specific "how to" suggestions gives pointers that can help any worker better manage her time, or her subordinates' time. This upbeat film leaves viewers with the confidence that they can improve productivity by utilizing a few simple techniques to time management.

Going International: Beyond Culture Shock

3/4" col 30min. 1984

Specifically for the family or individual moving abroad. Experts explain the psychological phases of the process of adjustment. Expatriate families discuss their experiences in overcoming culture shock.

Going International: Bridging The Cultural Gap

3/4" col 30min. 1984

An introduction to the challenges of interacting with people from different cultures. This colorful video from around the world powerfully illustrates fundamental concepts of culture, in theory and in practice.

Going International: Welcome Home, Stranger

3/4" col 30min. 1984

Focuses on the unexpected problems of returning home. Families share how they overcame the difficulties of "reentry" into both the workplace and the community. Reentry is often the hardest part of an overseas assignment, and cannot be overlooked.

How Am I Doing?

Video Arts

16mm col 25min. 1979

A comedy to bring home to the line manager the troubles he may be causing and the opportunities he may be missing by failing to conduct his appraisal interviews professionally. It shows that there is a logical technique to the appraisal interview and it pinpoints the three most common managerial attitudes that sabotage it. John Cleese plays the three caricature managers who between them commit all the major crimes of appraisal interviewing.

Human Nature And Organizational Realities

16mm col 28min. BNA 1967

Discusses Dr. Chris Argyris' experiments in re-designing routine jobs to motivate individuals at the lower levels of an organization. His analysis of the alienated worker and the human tendency to fear change and responsibility produce insights into the psychology of effective management.

Iacocca: An American Profile

3/4" col 60min. NBC 1984

An intimate portrait of America's best known business leader, and the management miracle he orchestrated in saving one of the country's largest automobile companies, is illustrated. The real miracle was in communications and the leadership of Iacocca who convinced everyone concerned to change their attitudes and to share equally in the sacrifice to keep the company afloat. It was a level of co-operation unequalled in the history of American business, and promised hope for the future.

In Search Of Excellence

Nathan/Tyler Production

3/4" col 90min. 1985

"In Search of Excellence", adapted from the book by Thomas J. Peters and Robert H. Waterman Jr., looks at eight American companies and what makes them thrive. It is a stunning visual presentation covering values, innovation, and people. Viewers go behind the scenes to see excellence at Disney World, Stew Leonard's Diary, 3M, Apple, Dana, IBM, North American Tool and Die, and MacDonald's. Concordia University in-house use only. Inside Look At Collective Bargaining

3/4" col 45min. AAMA 1980

Shows how collective bargaining works by using the example of a union agreement which was rejected by the rank and file members of the union.

Jumping For The Jelly Beans

1/2"b col 25 mins BBC 1973

Professor Herzberg is a man who is immediately associated with the study of motivation. Here he delivers his theories in a stimulating lecture.

Leadership: Style Or Circumstance

CRM/McGraw

16mm col 30min. 1975

This film describes two broad categories of leaders: those whose forte is relating to people and those who are strictly task-oriented. Either style may be highly effective if the correct matching of leader to situation is made, but as group needs and job requirements change, different types of leadership may be called for. Top executives and training directors must be aware of their leaders' management styles in order to determine where that person will best fit, and be most valuable.

Learning To Think Like A Manager

CRM Production

16mm col 24min. 198-

For newly promoted as well as first time managers, this film highlights the crucial areas of effective management and cautions against the mistakes most often made by people in leadership roles. This film shows what the 'management experience' is and how successful leaders use it to overcome common hurdles.

Management By Objectives

16mm b&w 27min. BNA 1969

John Humble defines the basic philosophy of management by objectives and demonstrates how clearly defined company objectives, once established, are integrated with individual management development programs.

Management Of Human Assets, The

16mm col 28min. BNA 1967

Dr. Rensis Likert examines the training and direction techniques a company must utilize to obtain high-producing work-groups.

Managing Projects: Taking The Critical Path

1/2"b col 25min. BBC 1988

The basics of project management are explained by showing how to break a problem down into chunks and organize the tasks so the project finishes on time and within budget. This video shows managers discussing a wide variety of problems: The Lombard RAC Rally, The Winter Olympics in Calgary, Lucas Engineering, Woolworth's Christmas Sale. What is project management, what is the critical path, how can computers help, and why use project management are topics discussed as well.

Managing Stress

McGrawHill/CRM

16mm col 33min. 1979

This fascinating film is designed to help the viewer recognize common sources of stress, assess his or her capacity to tolerate stress, and become more aware of alternative means for coping with stress. Managing Stress explores the tension that is generated from within an individual, from interpersonal relationships, and from within organizations. A wide variety of stress reactions are examined, and the range of techniques for alleviating stress are shown.

Megatrends

CBS Fox

3/4" col 55 mins 1988

In order to prepare for a brighter tomorrow, it is necessary to fully understand the trends of today in order for a manager to lead the way, and not follow the crowd. Narrated by author and leading consultant, John Naisbitt, "Megatrends" defines the ten major trends shaping American business.

Not The Same Old Story

Films Inc.

3/4" col 58min. 1983

Danny Thomas brings us a positive look at aging. He uncovers some extraordinary ways that older people are not only adding years to their lives, but are adding life to their years. He shatters many of the stereo-types commonly associated with the aging, at the same time creating awareness of the elderly.

Pace Setter

Dept. Labour Canada

3/4" col 6min. 1970

This segment of the series 'This Matter of Motivation' shows a man who is a top performer in his group but could do better. How does a supervisor encourage him to utilize his ability to the fullest.

Peter Principle, The

1/2"b col 25 mins BBC 1974

Dr. Peter offers a disturbing insight into why people get promoted to their level of incompetence. Why do people continue to struggle up the hierarchy of an organization when it is not good for them, or business?

Power Of Positive Reinforcement, The

CRM Productions

16mm col 28min. 1978

This film demonstrates behaviour modification techniques and then documents their successful use in organizations. It shows how managers attending a seminar conducted by Dr. Aubrey Daniels learned to plan specific programmes to meet their organizations' needs.

Power Pinch, The

16mm col 28min. 1981

This film sheds light on the many aspects of the sexual harassment issue: what sexual harassment is, why it happens, who is involved, and how it can be prevented.

PuzzleDept. Labour Canada

3/4" col 6min. 1970

A man is transferred to a new job with a great deal of opportunity and because of inattention to detail does not receive promotions or increases. (Part of the Series 'This Matter of Motivation').

Question of Management: A Historical Perspective, A

Salenger

3/4" col 29min. 1986

The history of management theory is reviewed in this video programme. The answers are traced from Adam Smith to today's Systems Approach and Contingency.

Roadmap For Change (The Demming Approach)

3/4" col 29min. EBEC

This video uses a case study to examine how Dr. Demming's 14 obligations of management are being implemented in one American corporation, demonstrating how they can improve quality and increase productivity.

Self-Motivated Achiever, The

16mm col 28min. BNA 1967

Dr. David C. McClelland discusses the problems of identifying and dealing with individuals with a high need for achievement.

Staying Active: Wellness After Sixty

Spectrum

3/4" col 28 mins

The later years can be a fruitful and productive time of life, but to enjoy them we need health. STAYING ACTIVE: WELLNESS AFTER SIXTY discusses areas vital to maintaining and optimizing our health whether we are planning ahead or already enjoying retirement.

Tale Of "O"

16mm col 27min. 1979

This is an entertaining educational presentation about what happens to any new and different kind of person in a work group - and how to manage that situation. It teaches managers essential skills for managing group diversity and shows people what they have in common in order to create a positive climate. It encourages dialogue between "old hands" and new employees.

Theory X And Theory Y: The Work Of Douglas McGregor

16mm col 25min. BNA

1969

Description of the Theory: Examples and discussion are devoted to a comparison of the two sets of assumptions. Application of the Theory: 3? 3 Explains why a "Theory Y" manager will be likely to elicit greater productivity from his/her employees.

This Is Going To Hurt Me More Than It Hurts You

Video Arts

3/4" col 28mins

This video is referred to as the "BAD NEWS INTERVIEW". We hate to give bad news. Managers dread telling a staff member they can't have vacation, the pay raise, or the promotion they've asked for. Because of this, managers tend to give bad news ú badly. Managers must face issues to get acceptance of the decision at minimal cost to the employee's ego. From setting up the interview, through preparation and execution, the manager learns to focus on the employee's point of view to help assure continued productivity. (Booklet enclosed).

This Matter Of Motivation

Dept. Labour Canada

3/4" col 28min. 1970

This film is the introductory film for the series, "This Matter of Motivation". It illustrates the factors of motivation in a work environment and distinguishes between motivation factors and maintenance factors.

Valuing Diversity: Communicating Across Cultures

Copeland Griggs

3/4" col 30min. 1987

The last of a three part series focusing on the multi-cultural workplace, this portion dramatically shows how misunderstandings result from different styles of communication. It also addresses the discomfort people feel when dealing with issues of race and gender, and suggests ways to communicate more effectively.

Valuing Diversity: Diversity At Work

Copeland Griggs

3/4" col 30min. 1987

Part of a three part series, this portion shows employees how to succeed in the multicultural organization. Dramatic illustrations show how stereotypes and actual differences affect the employee's ability to succeed. (Part 2 of 3)

Valuing Diversity: Managing Differences

Copeland Griggs

3/4" col 30min. 1987

A three part video series, shows specific situations that cause conflict and poor performance, and how such situations can be better handled. MANAGING DIVERSITY shows managers how to evaluate, develop, and motivate diverse employers. Through dramas and interviews, it powerfully illustrates how assumptions, real differences, and organizational culture are affected in multicultural settings. (Part 1 of 3)

Video Against Aids

Video Data Bank

1/2" col 6 hrs 1989

This video package consists of 22 individual pieces on three separate cassettes. It brings together a persuasive and involving cross-section of independently produced works united only in their passion to combat ignorance and to tolerate no opposition in the battle for a cure. This presentation is curated by John Greyson and Bill Horrigan. Program 1 - 118 min - PWA Power, Discrimination, AAids & Women; Program 2 - 122 min - Resistance, Mourning, Community Education; Program 3 - 119 min Loss, Analysis, and Activism.

Women In Management

1/2"b col 32min. BBC 1988

In these two videos, FEMININE STYLE and WASTED ASSETS, Lesley Judd takes a closer look at companies who have made positive moves to promote and retain women in management positions. The video examines a wide range of issues relevant to women in management. How is feminine style of management different? Why do companies benefit from appointing more women as managers? What flexible working arrangements can be adopted to cater for women managers with families?

Women, Work And Babies

3/4" col 49min. NBC 1985

Twenty years ago, only one of five mothers with children under three had a job. Today that number has doubled to 42%. By the end of this decade, it's estimated that 75% of North American mothers will be in the workforce. This program looks at the experiences of women who try to allocate their time fairly between child rearing and their career responsibilities.

Working Late

Woody Clark Prod.

3/4" col 29 mins 1986

Hosted by Elliot Gould, WORKING LATE is designed to inform, sensitize and motivate its audience on the value of older workers. It illustrates the economic advantages of hiring and retaining older workers and explores the realities of aging, and age discrimination in the workplace.

Prepared by: ELAINE ARSENAULT, Manager, and JULIE LAGARDE, Training Assistant, Staff Training & Development, Department of Human Resources.

It's your world: keep it clean and green

by Michael Hogben



Welcome new and recycled students, faculty and staff to a new academic year. The Concordia Recycling Committee has made steady progress over the summer with paper, plas-

tics and bottle recycling, but unfortunately, not with compost.

Paper

All coin-operated photocopy machines at Concordia now use recycled paper. Printing Services and photocopy centres have at least one machine running on recycled paper, available upon request. The bookstores are putting aside a "green corner" for recycled paper products: pads, letterhead, envelopes. As was reported in CTR last week, departments can order recycled bond at no extra cost by specifying RECYCLED on order forms.

Use the blue boxes around campus to get rid of used and unwanted paper. White and coloured paper is accepted BUT:

- No newspapers
- No waxy or glossy paper (such as magazines)
- No glued paper or carbon paper
- No cardboard (such as file folders)
- No envelopes with plastic windows
- No books (because of glued binding)
- No rubber bands or string

Pay careful attention to the list of unacceptable items. Including even a few will "poison" the batch. That is, when the recycle company sorts through a pick-up, it will allow one such oversight but two items or more will send the whole batch to the dump for conventional disposal. What a waste of time and Concordia pays the transport costs as well! These kinds of problems con-

ENVIROCK '90

Rocking for a good cause

The Loyola Campus football field will be the site of a nine-hour musical extravaganza which will not only showcase 14 Canadian bands, many whose members are Concordia students, but will also benefit Friends of the Earth, the largest network of environmental organizations in the world.

The event, organized by the Concordia University Student Association, will take place Saturday, September 15 from 11 a.m. to 8 p.m., rain or shine. Twelve thousand tickets have been put on sale through Ticketron outlets and at Steve's Music Store and CUSA offices, priced at \$5 per person. —DGV

tinue to hamper the Loyola Campus recycling operation.

Cafeteria plastics and bottles

The committee continues to study how to keep plastic plates, cups and glass from going to the dumpsite. If McDonald's can do it, surely we can too. The biggest problem is space. The Henry F. Hall Building seventh floor cafeteria goes through 400 cases of juice bottles in one week. Imagine storing that many bottles, dripping with left-over juice, to say nothing about the flies and potential health code violations.

Compost

Bad news. Due to building priorities in other areas, the construction of an appropriate facility to convert vegetable waste from the Loyola Campus' Hingston Hall cafeteria, along with grass clippings, has been put off.

Chemicals

Chemistry graduate student and Q-PIRG representative Don Gutzman has surveyed the use of chlorofluorocarbons (CFCs) at Concordia. Halon CFC 1211 and 1301 fire extinguishers have never been used on a fire at Concordia. These gases are not expelled when testing the extinguishers (another gas is substituted) and the gas is emptied into a canister when recharging. Far more of these gases are used (tons, not pounds)

by the air-conditioning plant at the Sir George Williams Campus. Several hundred pounds each year are used to replace that lost through leakage. But before blowing a hole in the ozone, rest assured that, proportionally, this is the normal loss for all air-conditioners, large or small.

SUGGESTIONS:

Boxes have been set up in the lobby of

the Hall Building, near the Conference and Information Centre and at the Security Desk in the Administration Building at the Loyola Campus. Suggestions can also be sent via internal mail to the Recycling Committee, Room H-115, Sir George Williams Campus.

Michael Hogben is from the Department of Chemistry and Programme Director of the graduate Ecotoxicology Programme.

Salary increases to appear on October paycheques

by Sharon Bishin

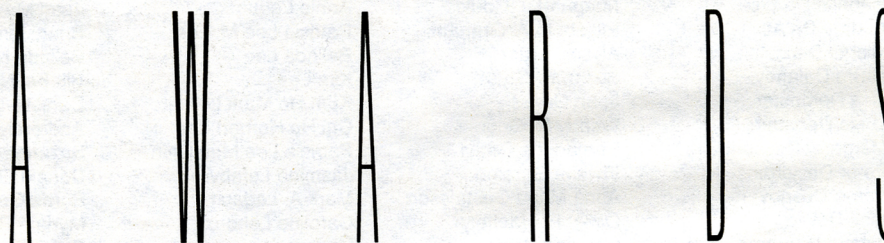
It was a full house (over 110 people) and there were some heated exchanges, but at last Thursday's (September 6th) special general meeting of the Concordia University Non-Academic Staff Association (CUNASA), the Agreement in Principle with the Administration over salary negotiations was ratified by a secret ballot vote of 59 (accept the offer) to 49 (reject it).

With the new salary increase, 75 per cent of the last half of the Job Evaluation Project (JEP) placement salary will be applied. Also, another 5.13 per cent cost of living adjustment (COLA) will be rolled into base. These two changes appear in October, retroactive to June 1990, with the balance of placement by May 31, 1991.

Negotiations will resume to deal with two remaining issues. The Administration has agreed to determine movement rules (automatic increases) so they will come into force June 1, 1991. The final and thorniest item is CUNASA's request for a payout of the balance of the Job Evaluation Project placement salary (remaining 50 per cent gap) from June 1, 1989.

On other CUNASA business, president Walter Wheatley reports that two priorities are to address the possibilities for a self-paid leave programme and to move toward bringing in unionization with more public meetings.

1991 BELL CANADA ENGINEERING & COMPUTER SCIENCE



THE AWARD

Bell Canada offers up to 30 scholarships to engineering or computer science undergraduates.

Winners receive full tuition for the following academic year plus an offer of summer or work-term employment at Bell.

ELIGIBILITY

The awards program is open to engineering or computer science students in their next-to-last undergraduate year who rank in the top half of their class and have made a significant contribution to university or community life.

DEADLINE FOR APPLICATIONS -
OCTOBER 16, 1990

FOR APPLICATION FORMS AND MORE INFORMATION, PLEASE CONTACT THE ENGINEERING OR COMPUTER SCIENCE OFFICE.

Bell

1990 Arts and Science Dean's Honour List

The Dean's List, established in June 1986, recognizes outstanding academic performance in the Faculty of Arts and Science. Students so honoured have achieved a grade point average (GPA) of at least 3.75 after completing a minimum of 12 credits. Below, in alphabetical order, are the names of the students on the Dean's List for the academic year 1989-1990.



Gil Abisdri	Gerald Callaghan	Jo-Anne Durand	Sarimah Ismail	Lorna Main	Caroline Piché	Marc Speyer-Ofenberg
Roberto Ablondi	Jason Camlot	Louis Durocher	Janna Jang	Phil M. Malwyn	Jo Anne Pigeon	Mia Spiro
Barbara Abrahamowicz	Susan Candy	Marc Elias	Rahim Javidi	Paula L. Mannington	Bernard Pilon	Kathryn Spracklin
Louay Al-Ghoul	Caitriona Cantillon	Isabelle Emond	Rhonda Lynn Jessen	Alison Manuel	Alfred Pio	Jennifer J. St. James
Giuseppina Alacchi	Peter Carbon	Michael F. Enright	Louise Jessop	Isabelle Marchand	Heather Platt	Tina Janette A. Stainforth
Christine Alevizakis	Rina Carlini	Mario Erbozzi	Barbara Joannides	Norman Marino	Jill Poggi	Andrea Steinberg
Simon J. Alexander	Jo-Ann Centauro	M Marjorie Ewing	Manon Joly	Phyllis Markoff	Gordon C. Poole	Tara L.H. Stoll
J. Adrienne Alexander	James Champagne	Christine Fambely	Rose Kalba	Daniel Marshall	Billy Potsos	Marla J. Stromberg
Huguette Allen	Hugo C.P. Chan	Janette Angela Farley	Jim Kanaris	Bernard Martin	Haig A. Poutchigian	Jeanette Strudwick
Nadege Altier	Wing Chiu Chan	Linda L. Farmer	Bharti Kansara	Marie Josée Martin	Marie-France Power	Sharon Szabolcsi
Elizabeth Alva Rosa	Katia L. Charland	Matthew Fawcett	Sophia Kazanis	Raymond Martin	Kathryn Presner	Stephanie Tabac
Melissa Ancil	Yadira A. Chave	Gretchen Ferguson	Ania H. Kazi	Catherine Marx	Genevieve Prevost	Philippe Taillefer
Avis Anderson	Sali Chen	Judith Fett	Nathalie Keens	Peter Marx	Ciricia Proulx	H. Ian Talbot
Victoria Aneliunas	Linda Chernabrow	Keith Finley	David M. Kelly	Lara Mastropasqua	France Provencher	Sophie Tamas
Shailaja P. Annamraju	Paul Chiasson	Shelley Fishbach	Alicia Klein	Kim C. Matthews	Stephane Racine	Nancy Tate
Rebecca Ansley	Pina Giuseppa Chirico	Michael Fisher	Steven Klein	Patricia A. Mazepa	Marilyn Rackover	Patrizia Tavormina
Christina M. Anston	Martin Chisholm	Elizabeth Fitting	Ellen S. Kleinman	Shirley J. McCuaig	Elena Raimondo	Christine M. Tawtel
Athanasios Antoniou	Cheryl Cholvachuk	Philippe Flynn	Rebecca J. Kneen	Merrilyn McDonald	Lynn V.B. Rankin	Russell J. Taylor
Maria Da Graca Apolinario	Paul Cholmsky	Lucie Forget	Liliane Kohl	Sara L. McDonald	Ravinderpaul Ravi	Cynthia Teitelbaum
Michael Arcamone	Audrey M. Chung-Wing	Michael Fortin	Gina Konasiewicz	Desiree McGraw	Catherine M. Raybould	Shannon Tennant
David Askey	Suzanne Claude	Diana Frank	Cynthia Kontos	Anne L. McGuigan	Deanna Reder	Elyse Tera
Danielle Assaad	Andrée Claveau	Walter Fransen	Frank Koustrup	Randall G. McIlwaine	Hani Riad	Liliane Terrier
Ngai Au	Isabelle Clement	Natalie Franz	Randi Rachel Krentzman	Vanessa H. McKiel	Ellen Richer	Mohamad Tfaii
Debra Aubin	Sophie Cloutier	Erika Franz	Lisa Krupka	Lidia S. McLellan	Andrea S. Riddle	Philip Andrew Thomas
Joy Roberta Auriat	Diana Cobb	Joan D. Fraser-Burton	Sylvia Kuhnemann	Frank McMahon	Simon Read Rielly	David M. Thompson
Masoumah Bahmanpour	Francine B. Cohen	Marianne Friese	Ruth Kupeian	Barbara McMahon	Sonia Riley	Arlene Thompson
John Bairaktaris	Rebecca Cohen	Sandy C. Gabriel	Tamara Helene Kuzmicki	Sarah M. McManus	Patricia Riva	Kenneth Todd
Taline O. Bambookian	Patricia Coleman	Tim Gadosy	Caroline Labarre	Sara Jane McMullan	Nathalie Rivard	Thi Quynh Le Tran
Suzanne Barclay	Karen Coles	Solange Gagne	Jean Lachapelle	Alkiviathes Meldrum	Michelle K. Rivet	Luc Tremblay
Gregory P. Barkovich	Susann Collin	Nathalie Gagnon	Dany A. Lacroix	Debra Michael	David R. Robertson	Anne Tremblay
Anne-Marie Baronet	Wendy Coneybeare	Beverly Gandall	Carmen D. Laht	Brenda Michaud	Erica Robertson	Marc Trepanier
Jane E. Barr	Elizabeth Cooke	Richard A. Garcia	Josée Lalonde	Vincenza Micheletti	André Robichaud	Roma Tretiak
Lianne S. Barras	Dawn Cooney	Christine M. Garnham	Sara Lamb	Sylvia Mignacca	Louise-Anne Rolnicki	Louis-Eric Trudeau
P. Douglas Barrett	Jocelyne Cormier	Stella Gaucher-Murovic	Michael Lambrianos	Genevieve Miller	Michelle E. Ronback	Andrée P. Turgeon
Donna L. Barton	Marguerite-Anne Corriveau	Guylaine Gaudreau	Claude Benoit Lamoureux	Yasmin Miller	Alex T. Roshuk	Dale Turner
Marc Bastien	Michel Côté	Bernard Gergeoura	Robert Lancôt	Harvey Mitchell	Nicholas Rotari	Maria Turner
Nicole M. Bauberger	Michel Couillard	Riva Gelber	Andre Jr. Landry	Renel D. Mitchell	Michael Rother	Pascal N. Tyrrell
Christine Beaudry	Linda F. Crelinsten	Martin Gendron	Denyse Laniel	Elaine Mizgala	Pascale Rousseau	Sven Van De Wetering
Jennifer Beauregard	Helene Critchley	Michael S. Ghiourelotis	Ellen Lank	Lynne M.S. Moffatt	Jean François Roy	Adam Vance
Gail Bélanger	Patricia A. R. Csank	Kara M. Gill	Rosa Laricchiuta	Marika S. Morissette	Natasha R. Roy	Dianne Varga
Lise Beliveau Maxwell	Carmen Csillag	Giovanni Giorgi	Sophie Lassonde	Valerie Morrison	Vera J. Roy	Erika Varga
Mario Bellemare	Corina Cyr	Pierre Girard	Margaret Launchbury	Yvonne Muir	Phaedra Royle	David Vas
Rebecca R. Benchetrit	Deborah M. Da Costa	Trisha Glazer	Christine Laurent	Donna Muller	Josée M.M. Sabourin	Richard F. Veenstra
Stephanie Beneteau	Camille M. Dan	Gregory T. Glidden	Joy Laverdure	Isabelle Muller	Sylvie Saint-Laurent	Sandra Verenicks
Robert F. Berendsen	Thi Giao Quynh Dang	Gregory Gogan	Pascal Lavoie	Debra L. Munn	Yves Saint-Loup	Kathrin Viau
Robert Bergeron	Tanya Silva Das Neves	Eric Golden	Christina Lawand	Kim Munro	Lynn D. Sala	Nadine Vick
Miriam Berkovic	James David	Eric C. Goldszmidt	Marianne M.T. Le Beau	Edith Munro	Joseph Salameh	Alan Vickers
Stacey J. Berman	Claire S. Davis	Mary Golubeva	Josée Lebeau	Mary Murphy	Tomas Saldanha	Julie Vickers
Nathalie Bernard	Sandra Davis	Lisa M. Gorecki	Lise Lebeau	Paula Nadler	Luis A. Saldanha	Pierre Vienneau
Joel A. Besner	Demetrios Davlourous	Micheline Gosselin	Sophie Leblanc	Genevieve Napier	Patricia Salice	Shaun Visser
Isaac Bettan	Joelle Dayan	Raymond Gossen	Anon Leblanc	Sarah Nash	Omar Salloum	Josey Vogels
Katharina Bettenhausen	Isabelle De Bie	Margaret J. Gould	Annie Leduc	Jean M.A. Nelson	Karim Samaha	Karine Vrancken
Derek R. Bingham	Audrey De'Ath	Elizabeth A. Graham	Patricia Lee M. Lee	Brian James Neville	Eleni Sarris	Steven Wagschal
Lorraine	Michel Decoste	Alyson Grant	Belinda Lee	Belinda Ng	Wayne E. Saunders	Karen Waschinski
Birchenough-Lafrance	Laura Delaney	Susan E. Gras	Kim Lee	Siu Fei Ng	Diane Sauve	Margo L. Weatherald
Dale Bisanti	Lisa Dempster	Iman Greiss	Kum Ho Mark Lee	Danielle L. Noonan	Christiane J. Savard	Ilana Weigensberg
Thor Bishopric	Luisse Denman	Wendy R. Grier	Chi Ho Herbert Lee	Andrea Nucci	Margherita Scartozzi	Sandra Weinstein
Lise M. Bjerre	Margaret Descent	Bernadette Griffin	Patricia Lee Men Chin	Suzanne M. O'Brien	Urs Schneider	Vivian A. Welch
Wendy A. Blue	Peter Desjardins	Viviane Guraieb	Jasmine Lefebvre	Donald Oberwarth	P. Andras Schreck	Karen White
Helene Louise Boily	Serge Desnoyers	Anna Maria Gustafsson	Mark A. Legault	Borna Obradovic	Paul S. Schwartz	Karen H. Wiedman
Helene Boivin	Nick Devito	Oliver H. Haefely	Caroline Lehoux	Myriam Ocio	Lee Alexander Sciortino	D. Carol Wiese
Lucie Bonneville	Valarie Dharmoo	Romana Haider	Veronica Leisse	Stephane Olivier	Sandra E. Scribner	Anita Willis
George Anthony Booth	Michael J. Di Mambro	Marie-Gabrielle Hallage	Daniele Lemay	Peter Oram	Gordon Seal	Ell Annan Wilson
Christian J.G. Bouchard	Suzanne Diamond	Lisa M. Hansen	Francesco Leri	Linda Oren	Shonda J. Secord	Michael Winzap
Nicole Bourdeau	Jean François Dionne	Tessy Harizanos	Diane Lessard	Pierre Page	Vera Sedivy	Dean Wood
Josée Bourdon	Michel Dionne	Ariel Harper	Josée Levasseur	Daniel Palacios	Nicki S. Segal	Neil Wood
Angela Bourque	Pierre Dionne	Erlee Harris	Patricia Levell	Evangelos Papanastasiou	Kim D. Seguin	France Woolcott
Gisele M. Bourque	T.Anh-Trang Do	Judith Harvey	Beverly Levine	Lalig Papazian	Lenny Senater	Malcolm J. Worth
Judith Bouthillier	Cliff Doerksen	Neha Hathi	Susan Levitt	Lise Paquin	Donna E. Serrati	Robert Wright
Julia E. Boyko	Michael Doerksen	Daniel Haufschild	Sybil A.P. Lewis	Kathryn J. Parker	Gail C. Seymour	Inga Wulfrat
Linda A. Bracewell	Maciej Domanski	Paul R. Hawkins	Ellen Lex	Simon A. Parker	Martin P. Shaw	John M. Wyse
Benjamin J. Brafman	Lucie Dorval	Marie Hebert	Peng Kuong Lim	Francesco Parlati	Steven Siciliano	Lifang Yang
Suzanne Breier	Mohammad Doustdar	Mark Helfield	Jui Chen Jean Lin	Danielle Paternotte	Patricia K. Silas	Diana Yaros
Karen Brown	Haghighi	Sylvie Heroux	Francesco Lipari	Laura Paterson	J. Stephane Simard	Sze Ming Yee
Stefanie S. Brown	Dominique Doutreligne	Sheila A. Hill	Santa Lisio	Kerrin Patterson	Tonina Simeone	Larry Yelen
Mark B. Brown	Thomas H. Dowd	Gayle Hodgson	Fangzhou Liu	Giuseppe Pellegrini	Georgia Sitara	Carolyn Yelle
Janette Bruce	Diane Driessens	Mireille Hooper	Tomas Lopez	Rene Pelletier	Bevan Skerratt	Lesley Ziegler
M. Annick Buchholz	Zoe Drueck	Joanne Houck	Sylvain Lortie	Bruno Pelletier	Alissa G. Sklar	Helmut Zimmer
Andrew Budd	Benoit Dube	Helen R. Houston	Beverly Lough	Lori Penney	Jane H. Skodinsky	Carol Zimmermann-Busato
Renee Budding	Sheryl Dubois	Patricia Huculak	Margaret Lowe	Jose Peralta	Susan M. Sladen	
Gabrielle Busbridge	Erika Duchesne	Piper Hunt	Juliette Lucas	Elizabeth Perez	Cecile Marika Sly	
Shannon Byrne	Eric Dufresne	Kathryn A. Hyland	Nancy Lucassian	Randi Perlman	Cecile Smeesters	
B. Nicole Cain	Mario Dumont	Linda J. Iarrera	Drew Maccandlish	Renee Perron	Nancy Snipper	
Flo Calgie-Civitarese	Jadwiga J.	Nino Ingui	Linda Macdougall	Benoit Perron	Alexander D. Soucy	
Antionietta Calitri	Dunin-Borkowska	Caterina Iorio	Eva Marie Macgregor	Frederick Peters	Clara Spadafora	
Susan M.K. Callaghan	Josée Dupuis	Salma Irfan	Barbara Ann Mackereth	Yvan Piché	Brian Spencer	



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ALUMNI ACTIVITIES

SATURDAY, SEPTEMBER 15

Alumni vs. Concordia Stingers' Men's Soccer Game

The game will take place at 2 p.m. at the Loyola Athletic Complex Stadium. Reception to follow. For information, call Vladimir Pavlick, Stingers Soccer Coach, at 848-3861.

TUESDAY, SEPTEMBER 18

Loyola Alumni Association Annual General Meeting

The purpose of the meeting is to receive reports and to elect directors. Location: Loyola Faculty Club, AD-308, 7141 Sherbrooke St. W. Time: 6:30 p.m. RSVP: Call Gabrielle Murphy no later than September 11, 1990 at 848-3823.

WEDNESDAY, SEPTEMBER 26

Financial Tips

This advanced seminar will focus on proven, but less publicized financial strategies in the areas of Wills & Estate Planning, Taxation, Investments, Risk Management and Retirement Income. Space is limited. Location: Faculty Club Dining Room, 7th floor, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.). Time: 7 p.m. to 9:30 p.m. Please be prompt! Price: \$10 for alumni, \$12 for guests. Payable at Concordia Alumni. Sorry NO refunds. RSVP: Gabrielle Korn, 848-3817. Reservations are confirmed upon receipt of payment for all events.

THURSDAY, SEPTEMBER 27

Annual General Meeting and Reception

The purpose of the meeting is to receive reports and to elect new officers and directors. A special reception will follow in the Vanier Library, where a plaque acknowledging alumni participation in the Capital Campaign will be officially unveiled. Location: Russell Breen Senate Room, Drummond Science Library, 7141 Sherbrooke St. W. Time: 6 p.m. RSVP: Call Pat Menzies no later than September 20, 1990 at 848-3819.

CAMPUS MINISTRY

Loyola Chapel

Mass will be held Monday thru Friday at 12:05 p.m. and Sunday at 11 a.m. and 8 p.m. All are welcome. Information: 848-3588.

"La Montee '90"

From September 28 to 30, 1990 students from across Quebec and Eastern Ontario gather to climb Mt. Orford and to hike to the monastery of St. Benoit du Lac to celebrate and worship together. Cost about \$40. Bring sleeping bag, warm clothes, good walking shoes. Reserve by calling 848-3588 or drop by Belmore House

MEETINGS

Board of Graduate Studies

The Board of Graduate Studies will meet on September 24, 1990 at 2 p.m. in H-769, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.). Information: 848-3800.

Faculty Caucus Meeting

The Third Meeting of Faculty Caucus (A Continuing Forum for Faculty Concerns). Topic will be "Concordia in Post-Meech Quebec: The Role of Faculty" on Friday, September 14, 1990 from 9:30 a.m. to 11:30 a.m. in H-620, 1455 de Maisonneuve Blvd. W. All Faculty are welcome. Information: (Steering Committee Members)

SLANG, continued from page one

reader learns that hockey players refer to the area in front of the hockey net as the "no smoking section" and that in Nova Scotia, people who can find something lost or concealed "could find a fish in a graveyard."

Francophones and anglophones in Montréal "borrow much more freely from each other than you would think," says Poteet. "Just read newspaper articles about the political aspect of language. The word 'anyway' has become a French word and the English end sentences with the French phrase 'n'est ce pas?' Perhaps one of the reasons why English is a world language is that it is open to borrowing from other languages."

Graffiti is another form of expression that is personal and often specific to an area or ideology. But while everyone has a slogan dear to their hearts, not everyone wants to paint it on walls. Bumper stickers allow citizens to express themselves without defacing property.

Sometimes, this kind of expression encourages dialogue, albeit unwelcomed. A common sight in North American cities is the sticker "No Radio" affixed to car windows to deter theft. In Boston, where the problem is particularly acute, a would-be thief left a note on the seat after breaking into the car anyway: "Just checking."

FIRST ANNUAL
CONCORDIA ALUMNI
HOMECOMING
OCTOBER 12-13, 1990

on the Loyola Campus (behind the Campus Centre).

To the Concordia Community

As you are no doubt aware, there is still great need for food at Kahnawake and Kahnésatake. If you would like to respond to this need, please send or bring your donations to: Crystal Hooper, Campus Ministry, Loyola Campus, 3500 Belmore avenue. Cheques should be made payable to Quebec Native Women's Association. Income tax receipts will be issued for amounts exceeding \$10. Donations of food or funds can also be taken to the Native Friendship Centre, 3730 Cote des Neiges, until 10 p.m. Information: 848-3588.

Amateur Radio Club Meetings

The Amateur Radio Club will be meeting every Tuesday from 5 p.m. to 10 p.m. in H-644-1, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Activities include shortwave listening, international contests, data communications, TV transmission and much more. Information: 848-7421.



This Soviet ship was the site of a symposium on native peoples.

Siberia, continued from page one

peoples. "It turned out to be the only way to do it," said Gail Valaskakis.

Valaskakis was one of 60 scholars to participate in the second Québec-U.S.S.R. symposium on "The Political Development of Northern People." Invited by the Laval University-based *Groupes d'études inuit et circumpolaires*, who organized the Canadian contingent, the Professor of Communication Studies spoke on the historical patterns of communication of Canadian Inuit and how they have changed with technology. She found that northern peoples in the Soviet Union had no mass communications system of their own, unlike Canadian Inuit who have had the Inuit Broadcasting Corporation since 1981. But the Soviets have established a centre from which books are published in some of the languages spoken by the 26 aboriginal peoples of the U.S.S.R.

Land claims an issue

Valaskakis was impressed by similarities between the native peoples of northern Canada and Siberia. Land rights, for instance, are now a concern for the U.S.S.R.'s aboriginal peoples. "The Nentsy (a reindeer-herding tribe in Siberia) have asked to have a land claims settlement," she said, adding that with the support of the environmentalist movement in the U.S.S.R. the government will have to pay attention to them. "That really is perestroika." Like the Canadian north, the Soviet north is being developed for resource extraction and military purposes, says Valaskakis, who has worked extensively in northern Canada in the area of communications. The only difference is that land was never treated in the Soviet Union the way it has been here for more than a century.

Until recently, treaties were not an issue. For example, the Nentsy herded their reindeer freely even though they, as no Soviet native people, have no land they can claim as their own. But now that valuable oil, gold and diamonds have been discovered in their part of Siberia, the government wants them to

move.

"There was lots of interest on the part of the Russian scholars and the Soviet native leaders in how Canada handles land claims, and in the situation at Oka, in particular," said Valaskakis.

Like Canadian natives, Soviet natives have lost many of their languages. "Because the government was anxious to get across its ideology, there was teaching in a few native languages," says Valaskakis, "but many others have been almost lost." However, she says, there is a considerable move to more education aboriginal languages.

Aboriginal film-maker to visit

The entire 11-day conference took place on a boat that started in Siberia's capital, Novosibirsk, and ambled its way through the shallow and muddy waters of the Ob to Khanty-Mansiysk where the scholars visited a remote native village.

"We may have been the first foreign scholars to visit that village," says Valaskakis, who observed that the work in birch bark, done by Siberian natives, was much like Ojibway work. Their basket-weaving resembled Finnish peasant basket-weaving.

This year Valaskakis is on sabbatical. One of the year's activities will be to welcome Soviet aboriginal filmmaker Raice Ernazarova. She arrives here during the spring term with her film on the reindeer-herding people of Siberia who have been removed to make way for oil.

"We will introduce her to the Inuit Broadcasting Corporation," says Valaskakis, who hopes to someday do joint research with a Soviet scholar on the effect of technology on the people of Chukotka, just across the Bering Strait from Alaska.

For the moment, however, Valaskakis continues her research on the situation of treaty rights on native reserves. Valaskakis, who is part Chippewa, has chosen as her subject the Chippewa (American for Ojibway) reserve, Lac du Flambeau in Wisconsin, where she grew up.

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NOTICES

Peer Helper Centre

The Peer Helper Centre is a student-run listening and referral service. Open Monday to Thursday from 10 a.m. to 6 p.m. and Friday from 10 a.m. to 1 p.m. Information: 848-2859. There will be a **Peer Helper Open House** from September 18 to 20, 1990 at 2130 Bishop (Annex MI). "Free Coffee and Donuts." Information: 848-2859.

Immigration-on-Campus

Renewal of International Student Authorizations, Quebec and Canada Immigration officials will be on campus to renew student Certificates of Acceptance and Study Authorizations for all returning full-time students of Concordia University and Continuing Education for the 1990-1991 academic year on September 10 to 17, 1990 from 8:30 a.m. to 11:30 a.m. and 1 p.m. to 3:30 p.m. Work Authorizations will be issued in the morning sessions only. Please make an appointment by calling 848-3515, or visit the International Student Office at 2135 Mackay, Room 302.

Services for Disabled Students

Our primary goal is to provide services, programmes, resources and auxiliary aids necessary to allow students with disabilities the equal opportunity to pursue higher education at Concordia. Information: 848-3525, H-580, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.) or at 848-3502, AD-121, 7141 Sherbrooke St. W. Office hours: 9 a.m. to 5 p.m.

Vanier Library Tours

Tours of the Vanier Library will be offered throughout the month of September on Tuesdays and Wednesdays, from 10 a.m. to 11 a.m., and Thursdays from 2 p.m. to 3 p.m. Please register at the Vanier Library Reference Desk or call 848-7766.

Ombuds Office

The Ombudspersons are available to any member of the University for information, advice and assistance with University-related complaints and problems. Call 848-4964 or drop into 2100 Mackay, Sir George Williams Campus. Evening appointments on request.

CUPLA

The Concordia University Pre Law Association, the organization that is a must for any student considering a career in the legal field, is back this year providing invaluable information and much needed services. Lectures by legal professionals, data on entrance requirements and help from prep courses will help remove some of the imposition of law school. Whether you've made your decision or aren't sure, start your legal career on the right foot, become a CUPLA member and learn about the field. Information: 848-7463.

Mature Students: Septemberfest

The Centre for Mature Students will hold its annual Septemberfest on Saturday, September 29, 1990. A get-together including study skills workshops, a library tour and panel discussion. Light luncheon included. Tickets: \$10 available in H-462-11, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.) and in AD-424, 7141 Sherbrooke St. W. Information: 848-3890/95.

Post Conference Reports

Post Conference Reports, "The Future of Concordia: The Legal, Moral and Ethical Liability of the University in the 1990s." Reports from the workshops have been received and collated, resulting in a rather lengthy report. A copy of the document may be obtained by telephoning Ann Pearson at 848-3595.

WOMEN'S AGENDA

SEPTEMBER 19 & 26

TO OCTOBER 4

Is Fat a Feminist Issue?

This discussion and support group will resume its lunch hour meetings on Wednesdays. They will be accepting new members. Information: 848-7431. To ensure privacy the Centre will be closed for drop-ins between 12 noon and 1 p.m.

"Bleu en Ville: Urban Sea"

An exhibition of expressive and imaginative paintings by Montréal artist Céline Laconte on display at the Concordia Women's Centre "Art Space" Gallery.

FRIDAY, SEPTEMBER 21

ART GALLERY

Art Gallery

There will be an exhibition by artist Leopold Plotek titled "Five Years of Painting" from September 13 to October 20, 1990 at the Concordia Art Gallery, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Information: 848-4750.

Women and Alcohol

With Shonda Secord, Health Services Researcher. Part of the on-going "Women and Health" series at 12 noon in the Secretarial Lounge, H-761, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.) Information: 848-7431.

FRIDAY, SEPTEMBER 28

International Women Students

A support group for international and visiting women students from 3 p.m. to 5 p.m. at the Women's Centre, 2020 Mackay in the basement. Refreshments will be served. Information: 848-7431.

UNCLASSIFIEDS

Moving/storage

Truck/Van. Local and Long Distance. 7 days/24hrs. Call Steve at 735-8148.

GRADUATE AWARDS NEWS

Graduate Awards News

The Graduate Awards Office has arranged for the following information sessions to be held on campus. Find out what is available to you by attending these sessions. These information sessions are addressed to: all undergraduate students who will be graduating in Spring of 1991 and who will be going on to graduate school in the Fall 1991 and to all students currently pursuing graduate studies.

FRIDAY, SEPTEMBER 14

(SSHRC) Social Sciences & Humanities Research Council of Canada

A representative from SSHRC will be on hand to give a presentation and answer all your questions on funding offered by the Council. The Council supports studies at the PhD level in the Social Sciences and Humanities fields as well as Administration. At the Master's level the Council supports the following programs: MLitt, MPhil or BLitt program in a British University; or a DEA in a French University; or the Master's in Science Policy (policies relating to the orientation, funding, promotion and use of scientific resources of a society; or policies based upon scientific and technological expertise). Time: 10:30 a.m. to 12 noon in H-420, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

WEDNESDAY, SEPTEMBER 19

(NSERC) Natural Sciences & Engineering Research Council of Canada

A representative from NSERC will be on hand to give a presentation and answer all your questions on funding offered by the Council. The Council supports students pursuing studies at the Master's or PhD levels in the following fields: Pure Sciences (Biology, Chemistry, Mathematics, Physics, etc.), all areas of Engineering and Computer Science. Time: 10 a.m. to 11:30 a.m. in H-110, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.).

WEDNESDAY, SEPTEMBER 26

(FCAR) Fonds pour la Formation de Chercheurs et L'aide à la Recherche

The Graduate Awards Office will conduct information sessions on graduate studies funding available from the provincial granting agency. FCAR supports students pursuing studies at the Master's or PhD levels in the following fields: Pure Sciences, Social Sciences, Humanities, Engineering, Computer Science and Administration. First session from 10 a.m. to 11 a.m. and second session from 11 a.m. to 12 noon in H-429, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.).

LECTURES/SEMINARS

THURSDAY, SEPTEMBER 13

Thursdays at Lonergan

Sr. Margaret Power, RSJC, president of ODAS, an organization that defends the rights of welfare recipients will speak on "The Cry of the Poor." Time: 4 p.m. to 5:30 p.m. Location: 7302 Sherbrooke St. W. Information: 848-2280.

THURSDAY, SEPTEMBER 20

Thursdays at Lonergan

Eva Johnson, a member of the Kahnawake Environment Protection Committee will speak on "Environment issues affecting all, particularly the Native People." Time: 4 p.m. to 5:30 p.m. Location: 7302 Sherbrooke St. W. Information: 848-2280.

FRIDAY, SEPTEMBER 14

Department of English

The Department of English presents Professor Mary Poovey, John Hopkins University who will be giving a seminar on "Speculation and Virtue in our Mutual Friend" at 4 p.m. in H-773, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Later that evening she will be giving a Public Lecture on "Domesticity and Class Formation: Chadwick's 1842 Sanitary Report" at 8:30 p.m. in H-762, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.).

Department of Philosophy

The Department of Philosophy will be holding a Philosophy Colloquium in which Professor Dallas Laskey will speak on "Empathy and the Renewal of Humanism" from 10 a.m. to 12 noon in H-769, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.).

FRIDAY, SEPTEMBER 21

Friday "Brown-Bag" Seminar Series

Professor Jim Moore, Department of Political Science will speak on "Calvinism and Commerce in Early Modern Europe." Time: 12 noon to 1 p.m. Location: Third floor lounge, Vanier Library, 7141 Sherbrooke St. W. Information: 848-2427.

The Interdisciplinary Institute of Performing Arts

Presents a public lecture/demonstration by Joan La Barbara, "One of the great vocal virtuosos of our time" (San Francisco Examiner), at the Concordia Concert Hall, 7141 Sherbrooke St. W. Time: 8 p.m. Admission: Free. Information: 848-4747.

CPR COURSES

SEPTEMBER 22 & 23

15 Hours for Life

This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR) management of the obstructed airway and infant and child resuscitation.

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SUNDAY, SEPTEMBER 9

6 Hours for Life

This course includes rescue breathing and one-person rescuer CPR, and management of the obstructed airway.

SUNDAY, SEPTEMBER 16

8 Hours for Life

This course includes rescue breathing and one rescuer CPR, management of the obstructed airway and infant, child resuscitation.

Events, notices and ads must reach the Public Relations Department (BC-115) in writing no later than Monday noon prior to Thursday publication.
Contact Kevin Leduc at 848-4881 or FAX 848-2814.